



PROGRAM OVERVIEW

Program Title: Strategic Planning For Peak Performance (SPPP)

This leading edge strategic planning and leadership development program is unique and highly effective for small and medium size businesses. The “Strategic Planning for Peak Performance” program is designed for businesses who intend to develop an effective organizational and strategic plan while focusing on achieving peak team and business performance. Training includes upgrading the employees’ skills in strategic planning, communication, effectiveness, critical thinking, prioritizing, collaboration and leadership in a culture of trust. The program occurs with the same group of participants over a period of 12 months. It provides continuity, fosters accountability and nurtures high performance team culture for maximum results, in a small-business setting.



Type of Training: Leadership development - Strategic Planning for Peak Performance

Program length: 12 months

DELIVERY METHOD(S)

- Human performance technology (HPT) approach
- Lectures on best practices & live demonstrations
- Critical thinking activities
- Experiential learning (learning through reflection on doing)
- Independent assignments specific to the business
- Action learning for effective problem solving
- Benefits of group dynamics & live collaboration
- Team bonding & motivation



STUDENT GROUPING

- Group of 8 to 50 participants.
- Classroom training, on site, at client office location in the Metro Vancouver Area

START DATE

- Open for enrolment

TRAINING INCLUDES

- **3 workshops**, scheduled over a defined 12 months period
- Access to best practices, tools, examples & digital templates
- In case of webinar, Live video conferencing for tutoring and evaluations



PROGRAM OUTLINE

This program will enable participants to learn the fundamentals of strategic planning using the DRIVE methodology. Participants will gain the skills to develop the roadmap for the desired business transformation envisioned for the future. Participants will learn effective communication, influential and behavioural skills that focus on achieving peak business and team performance, collaboration while fostering a culture of trust & growth. This leading edge communication enhancement practice will enable participants to learn how to elevate their impact in business and life. They will

- get insights into how to interact & influence others.
- elevate the chemistry of your positive connections and lowers the chemistry of your fears and distrust.
- transform, and open new pathways for healthy and productive conversations

DEFINED OBJECTIVES

The team has access to 3 workshops that will fulfill key competencies in their leadership development.

The team members will learn to:

- Improve the key business practices in strategic planning, communication, effectiveness, collaboration and overall efficiency
- Overcome Leadership Challenges
- Boost the Bottom Line
- Apply the knowledge to specific business situations
- Develop a detailed action plan to apply new learnings to future business situations

MEASURABLE OUTCOMES

- Improved strategic planning developed for peak team and business performance
- Objection management & conflict resolution through effective communication, relationship management and partnering
- Ability to gage your impact and shift your influence positively
- Ability to develop ways to get in front of the curve and prime conversations for trust and mutual success
- Application of tools, practices and rituals to activate your hardwired abilities for more effective results

ASSESSMENT METHOD(S)

The participants are required to complete various assignment at different stages of each workshop (prior, during & after). Assignments are designed to apply the knowledge covered to their business situation. The participants submit their assignments to the Facilitator for the content is reviewed and evaluated.

- **Assignments** conducted prior, during and after each workshop enable the participants to apply the course concepts to their specific business situations.



- **Various case studies** will be conducted where the Participants are assessed on their ability to apply the course concepts of Essential Business Skills to their specific business situations.
- **Business simulation** to develop strategic thinking, decision making, problem solving, financial analysis, market analysis, operations, teamwork and leadership.
- **Completion requirements:** the candidate is required to complete the assignments, within the timeline required per topic.
- **A certificate of completion** will be issued to confirm the completion of this training.

TOPICS & FOCUS AREAS

The workshops series is conducted with the same group of people over a 12 month period. It follows the incremental improvement approach where the learnings from each workshop are incorporated into the following workshops in the series to maximize effectiveness of experiential learning and action driven problem solving.

This strategic planning team empowerment workshop consists of 3 parts that follow the leadership development and business transformation roadmap:

Part I	Discovery	Gaining insights into the organizational landscape, dynamics and vision for success
	Re-alignment	Facilitation of re-alignment among all team members with Leaders & re-focus on shared understanding of organizational potential
Part II	Innovation	Identify opportunities for innovation and build on current successes, brands, leadership & culture
Part II	Validate	Validate direction, build internal capability for sustaining conversations, growth plans & alignment across the organization Validate changes & measure success in processes, symbols, behaviors to sustain new culture
	Evolution	Executing on strategic plans, communication plans Foster coaching culture across at all levels

FEES*

Tuition Fees for each participant	GST	Total Fees	Total hours
\$1,500	\$75	\$1,575	12 hours

PAYMENT OPTIONS:

- Full payment is required at the start of the program

Trainer: Galia Shukr