



# Strategic Pilot

Is Your Organization Making Acceptable Progress With It's Strategic Plan? At the Optimum Pace?

Being a visionary leader and managing the day-to-day challenges is a constant juggling act and businesses are increasingly dependent on doing it well to stay competitive. To meet this challenge, the Growth Solutions Group is offering a focused, proven set of four high impact consulting modules, the "Strategic Pilot", to guide you

from effectively developing the correct strategy to successfully implementing it.

These modules enable you to clarify your vision, focus on the right strategy, prioritize a balanced project portfolio, develop realistic action plans, and effectively implement your solutions.

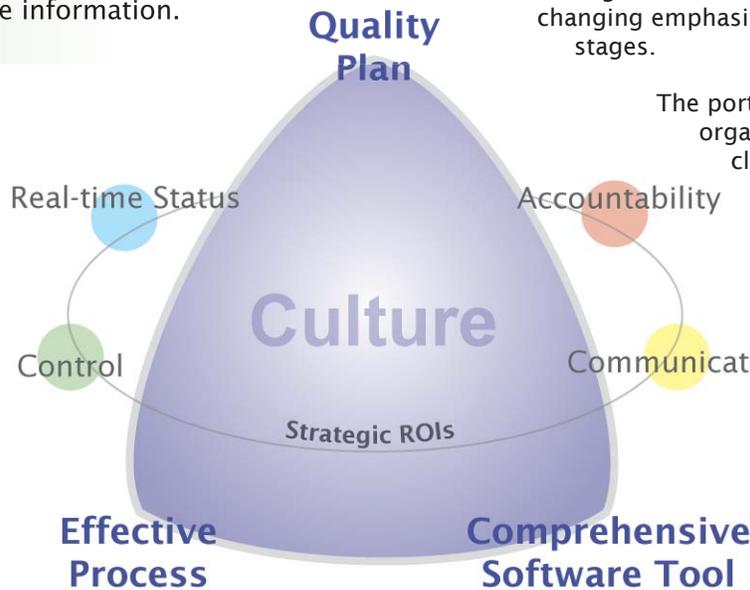
The Strategic Pilot also integrates three key components in a unique way that is designed to remove hurdles and lead to effective execution. These components are a clear plan, an effective process guiding the execution of the plan, and a software tool enabling the team to comprehensively manage the information.

The combination of the modules and components can supercharge the culture of collaboration and teamwork in your organization in a way that leads to better results. They also foster powerful ongoing strategic payoffs focused on control within and across departments, clearer communication, and personal accountability, all based on real-time information.

## A Quality Plan

The strategic plan is based on the award winning framework of Management Systems® and 25 years of research and experience. It provides clear guidance what aspects of the organization to pay attention to and the changing emphasis for different growth stages.

The portfolio plan enables an organization's leadership to clearly define the project portfolio that is needed to translate your strategy into reality. You can be sure you are juggling the right balls and won't get side tracked.



## An Effective Process

The most effective way of achieving predictable and measurable results is through strong business process management. Through years of experience and working with many different types of organizations, we have identified a set of processes and activities that minimize the time needed to effectively execute the strategic and portfolio plans.

## Comprehensive Software Tool

The Growth Solutions Group has developed a software tool that is aligned with their planning frameworks and makes it easy to manage the planning information. It plays a critical role in creating improved control, accountability and communication based on real-time information.

# The Clear Strategic Plan

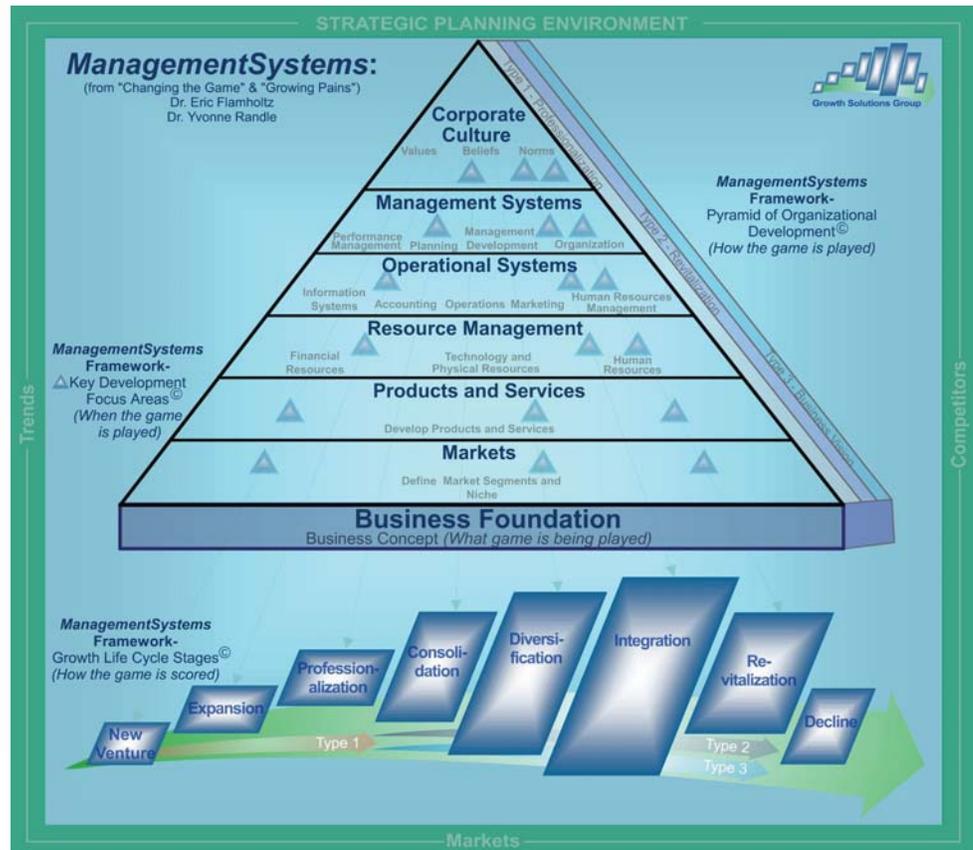
The Key to Optimize, Accelerate or Transcend the Growth of Your Organization

## Roadmap to Success

What gets measured gets noticed! Your strategic plan determines what people pay attention to and focus their energy on. Everybody needs to be clear about their responsibilities and the goals of others that their success depends on. The increased awareness the strategic plan creates across the organization taps into the collective intelligence and produces results in the first year.

Our approach to strategic planning is based on the framework developed by Management Systems over twenty five years of research and experience. It identifies the key result areas (KRA) of an organization that are of critical importance to its success. This assures you are articulating the right goals and communicating the ways these goals relate to each other. Additionally, it provides guidance on the typical growing pains an organization goes through at predictable stages as it goes from an entrepreneurial to a diversified corporation.

The well structured strategic plan becomes a powerful management and communication tool. It allows everybody to think and act proactively while managing the day-to-day details.



For A Walkthrough of these Award Winning Frameworks, go to:  
<http://www.growthsolutionsgroup.com/frameworks-walkthrough.nsf>



## Strategic Alignment

The structure of the strategic plan puts everything into perspective. Now, the whole organization understands how every effort contributes to the overall success. The result is powerful alignment that enables people to make better decisions and respond to dependencies across organizational boundaries which are usually difficult to track.

This approach also aligns mission critical projects with the goals they are supporting. According to the Stanford Advanced Project Management Program bridging the gap between the strategic plan and operations with the implementation effort is a key requirement for the success of translating strategy into results. The Rapid-X software is designed to create the connection between strategic goals and implementation projects and provides the solution to this challenge.

# The Right Tool

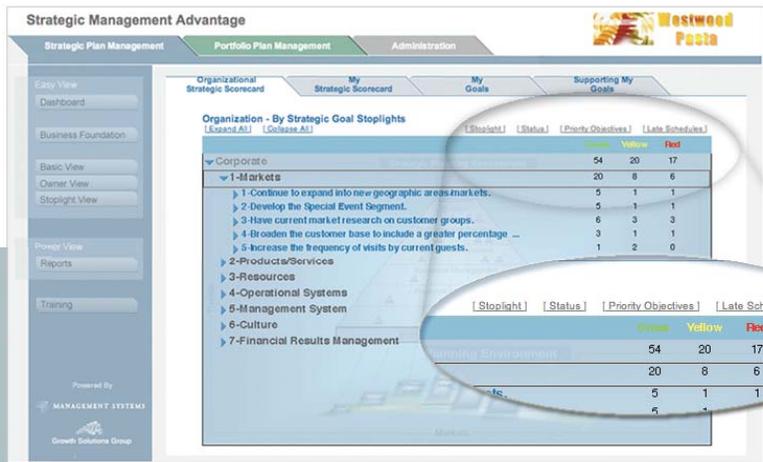
Supercharge the Management of your Strategic and Portfolio Plan

## Clear Strategic ROIs with the Rapid-X Software

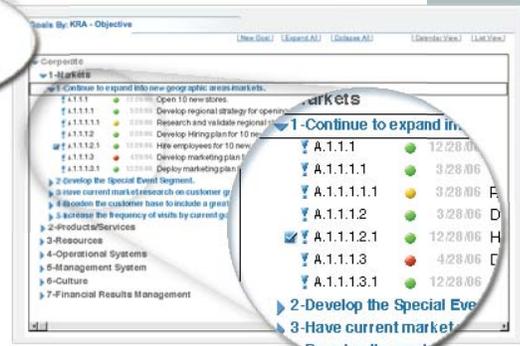
Having the strategic plan portfolio with the right information is the starting point. The power of a strategic plan develops over time primarily as the information is used on an ongoing basis. The online Rapid-X software makes it easy to leverage the initial investment of creating the plan with many powerful reports and easy ways to keep the information up to date.

### Control

Have all the information you need at your fingertips! The dashboard scorecard, for example, provides the big picture in quick to grasp numbers. It highlights which goals are on track, and identifies areas that need additional attention to avoid the ripple effect that missed goals can have on strategic initiatives.



In addition to the organizational perspective, the dashboard highlights personalized information for each team member that makes it easy to track personal commitments and stay focused.



For an On-Line Walkthrough of the Software, go to: <http://www.growthsolutionsgroup.com>

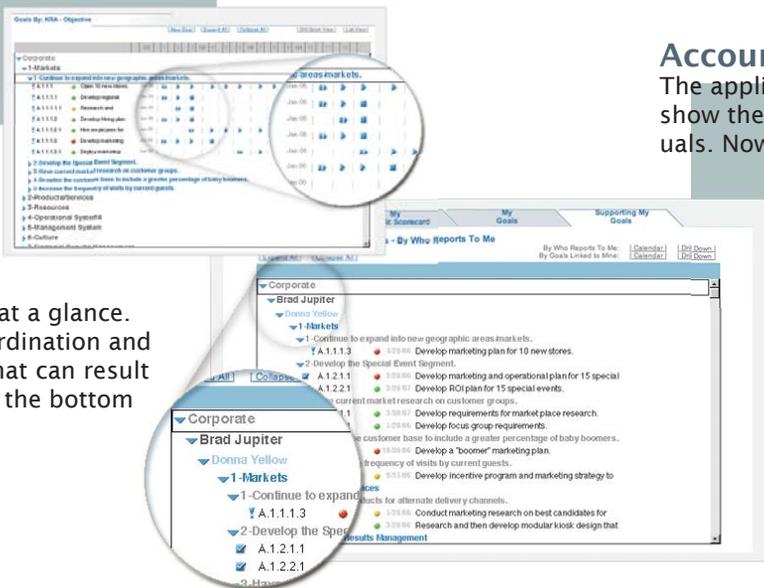
### Communication

The system shows everybody how their efforts and goals support the strategic direction of the business. Each goal has iconic indicators that quickly communicate if the goal has been accomplished, its priority, and if it is on track. This information is available in over 40 different reports each providing a different perspective and leading to new insights.

### Real-time Status

The software is accessible via the Internet and provides convenient access to the information all around the globe. Now it is easy to keep the information up to date and adjust it anytime something happens that affects the execution of the goal.

The reports are also available in the calendar view, which provide powerful visual information about dependencies, workload, and timing at a glance. This view enables coordination and alignment of efforts that can result in multiple impacts to the bottom line.



### Accountability

The application provides many views that show the commitments and goals of individuals. Now everybody knows their workload, and priorities. This also provides clear information for conversations between managers and their direct reports and a realistic view of accomplishments and future workload. Based on the mutual commitments from these conversations everybody is clear how performance will be evaluated and provides a powerful antidote to micro management.

# A Proven Process

Focused, Effective, Compressed



## Roadmap for Execution

The Strategic Pilot is structured in four distinct consulting modules, each increasing the level of detail and impact you will get out of the planning effort. These modules enable the most efficient generation of the **correct** strategy and implementation plans for your organization using structured workshops, and provide the abilities to more **successfully** execute them using processes and tools.

### 1- Strategic Planning

Proprietary surveys and a business analysis (analyzing markets, competitors and trends) provide the foundation for the strategic planning workshop. In the workshop the executive staff and management team first articulate the business foundation for the organization. From there clear Key Result Areas are developed, each with their own objectives. The objectives become specific and measurable by the goals supporting it with a clear owner for each goal.



### 2- Portfolio Planning

This phase includes two sessions. In the first one, all the projects needed to enable the corporate goals are identified. Then ranking standards are established that enables the clear prioritization of the projects in a balanced way. In between sessions, all participants rank the projects to prepare for the second session, in which the strategic portfolio gets locked down. The average of all the ranking scores provides the guidance to optimize the portfolio based on the available resources.

### 4 - Track and Manage

The value of the comprehensive plan that comes out of the previous workshops increases with ongoing updates and active management of the information. It is useful to agree on set intervals, in which everybody will update the goals and projects they are responsible for and provide comments about their progress. Additionally, the planning team has to review goals and priorities several times a year to adjust to new risks, exploit targets of opportunity, and factor in changes to the underlying assumptions of the plan.

### 3 - Program/Project Planning

Growth Solutions Group provides a focused workshop solution to plan each mission critical project. Now these projects are aligned with the strategic plan and are part of the validated portfolio with clear sponsorship from the executive team. In this step individual project managers can deploy proven project management processes to plan and execute the critical projects with a clear focus on those projects that are most critical to the implementation of the strategic plan.

## About the Growth Solutions Group



The Growth Solutions Group provides integrated solutions for organizational growth and business success. Our focus is to aid companies' growth by providing strategic advice and tactical help in addressing mission critical business challenges and organizational transition periods.

Our methodology and tools have been proven with Fortune 500, as well as midsize and smaller organizations. Our highly experienced team understands the challenges you face, and our methodologies and tools are anchored in a deep understanding of corporate growth. Our approach is unique and we always undertake organizational work with future growth in mind. Our strategic and tactical products and services are designed for high impact and maximum flexibility.

Let us help you plan and execute for the future so you can beat the odds and become a winning business.

Contact us: 415-339-9425  
Email: [info@GrowthSolutionsGroup.com](mailto:info@GrowthSolutionsGroup.com)  
<http://www.GrowthSolutionsGroup.com>

## Case Study: Returning Results

Read a detailed GSG Leadership Case Study, which highlights how the Growth Solutions Group, working with Management Systems, deployed the software in conjunction with a comprehensive services package to support the CEO of a mid market company with his aggressive growth strategy.

The results? In a 12 month period:

Revenue + 43%  
Gross Margin + 13%  
Expenses - 12%

Use the following link for the details:

<http://www.growthsolutionsgroup.com>