

Execute or Plan? Which is more important? More often than not, the leadership team that is responsible for delivering both of these will be divided. Should the team determine that both are important and both need to be addressed concurrently, do they have the skills to do so? Although individuals can be coached to be better leaders, establishing a team that can communicate effectively, compromise and agree on larger goals and then effectively work with each other to attain these goals requires a hidden set of skills.

Our Focus

Creating a safe environment that is free of distraction with solid ground rules, open communication and with mediation to enforce respect among participants. Playing to the strengths of each of the team members we use techniques to build an atmosphere of positive intent and enablement to the table. Starting with the bigger picture, the business goals, we determine how we can align activities with outcomes. The activities that display value to the business are then framed with tasks and timelines to enforce accountability. We then 'sell' these initiatives to the correct audiences with a valid 'why' and 'what's in it for me' considerations ensuring that the whole team can deliver consistent, unified messages.



Our Approach

We will quickly determine the team dynamics that work well and those that offer constraints within the team. Often, there is either a person or alliances within the team that have different motivations or insecurities, which bring roadblocks rather than freeways to progress. We will consider many aspects of personnel resources, processes and technology that can become better enablers to deliver results, knowing that the success of the bigger picture business results requires the whole team to work together.

- ▶ Create trust within the team
- ▶ Understand how to communicate with each other effectively
- ▶ Patience and consideration of each other
- ▶ How to learn from each other
- ▶ How to best represent each other as peers
- ▶ Identify and relate to the needs of your audience to gain 'buy-in' and sponsorship
- ▶ Relate initiatives to outcomes and consider how to measure - baseline and set targets success criteria.
- ▶ Communicate the 'why'
- ▶ Promote inter-dependencies and accountability between teams
- ▶ Generate a passion for success with a motivated workforce
- ▶ Considerate and empathetic leaders that can work together

What You Can Expect

After completing the initial strategic planning exercises your team will have some trepidation, which will be overwhelmed with a sense of potential. They will have skills to develop action plans together (using a template) that focuses on delivering a structured plan able to deliver results. We create a habit of this exercise every 3 months to account for changes in direction, to review results and re-calibrate the team.

As with all Paragon services, our intent is to work with you to enable the necessary skills to sustain continued improvement without our repeated assistance. Our individual executive leadership program and our holistic approach to metrics complement this service.

About Paragon Solutions Group:

Paragon Solutions Group helps IT teams more effectively interact with the rest of the business to enable growth and agility. Our progressive approach to IT maturity and our focus on measurable outcomes provides IT organizations with the perspective, methodology and tools to build a strong foundation that serves and is valued by all of IT's stakeholders.