



Business Management Review

Before you can solve your biggest organizational challenges of switching directions, overcoming obstacles, or driving serious growth, you need to be sure your leadership team is communicating well and moving in the same direction.

Are you all talking about the same organization?

Think of this process as a pre-requisite to formal planning. The STM Business Management Review is designed to make sure everyone is on the same page and driven to accomplish the same objectives. What makes this process unique is each individual articulates their view of the organization to build a collective mindset of the future. You can do this in a group meeting, but what often happens is that a few people dominate the conversation, a few people say nothing and feel left out, and others are frustrated. You end up with a plan that is not fully supported, understood, or implemented.

Everyone is talking, but is anyone listening?

Communication is central to the STM Business Management Review. Individuals provide their unique perspective on the current situation, history, and future of your organization and as a group reach a common understanding of the culture, what is important, and what needs changing. Along the way, everyone on the team learns to more fully appreciate how each person adds something unique to the mix.

Is there buy-in to tackle the big projects?

With this new appreciation of one another, relationships will be strengthened, and communication will be more effective. You can build on this foundation as you add new members to the leadership team and tackle formal planning with everyone feeling valued, engaged, and supportive of the mission.

Core Benefits of a successful Business Management Review:

- ✓ Create a sense of leadership awareness among all the participants. *This is being done **by** us, not **to** us.*
- ✓ Develop a shared strategic objective for the organization *to which everyone buys in.*
- ✓ Improve core skills with the leadership team which include *communication, conflict resolution, and the ability to make sustainable decisions.*
- ✓ Prepare the leadership team to create a strategic plan to realize the shared objectives *as opposed to a strategic plan that sits unused on a shelf.*

The Risk of not using the Business Management Review approach:

- ✓ Cynicism and confirmation that “nothing gets done around here”; *attempting strategic planning before you are ready.*
- ✓ Quality is sacrificed on the altar of speed and time. *The amount of discussion and dialog is directly proportional to ownership of the final product.*

Make sure everyone on your leadership team is on the same page and driven to accomplish the same objectives.

Contact STM today!



(207) 373-9301
solutions@strategictalentmgmt.com
www.strategictalentmgmt.com