

Strategy and Culture

# NAVIGATING SUCCESS: A LEADERSHIP TEAM ODYSSEY



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# NAVIGATING SUCCESS: A LEADERSHIP TEAM ODYSSEY

All leadership teams are faced with challenges and opportunities and need to review and adjust what they do and how they do it. It is critical to periodically reset a leadership team's strategy and be intentional about the culture that is required to achieve success.

We provide a process that assists leadership teams to set themselves up for greater success and sustainable business growth, including:

Generating alignment about the leadership team's purpose, goals, values and priorities

Understanding how the needs of the team's clients, stakeholders, and staff are changing and adapting to meet these needs and capture new business opportunities

Generating clarity about what the leadership team needs to do to be successful, and reducing time spent on less valuable activities

Generating constructive moods and mindsets and a culture of cohesiveness, commitment and mutual support

Reducing unhealthy conflict and unspoken tension

Having the skills, tools and practices to effectively and efficiently implement the strategy

We work with teams in four phases:



## Discover

We conduct interviews or facilitate conversations with team members and clients/stakeholders if needed to understand your current situation, your concerns and aspirations. This phase also includes understanding business opportunities, your strengths, how you coordinate together, the mood of the team, and your most pressing issues and priorities. The output of the Discover phase is a short report capturing key themes and recommendations which we present back to the team.



## Setting Direction

We facilitate 3-4 half-day workshops to develop your success map. This includes getting clarity about your priority business opportunities, success indicators, and what you will do to achieve success, and what you won't do. We also work with you to clarify the culture that will be required to be successful, which includes clarifying your values and behaviours. Part of this process involves activities to build greater cohesion, trust and leadership skills. Out of these workshops we provide a plan with actions to be undertaken in the next 90 days.



## Embedding

This is about following through on commitments that were made in the Direction Setting phase. We support the effective implementation of your strategy for a fixed duration (usually 6-12 months) which includes facilitating or sitting in on meetings, providing advice, coaching and training. We work with you to ensure your communication is effective, that you are empowering and enabling your teams, and that your clients and stakeholders are satisfied or advocates for the work you are doing. A key part of this work is generating learning as you implement your strategy and respond to change, and developing a high performing, supportive and cohesive leadership team.



## Adjusting

It's important to assess success indicators, to identify where things are working and celebrate those, as most teams lose sight of how far they have come. And it's important to change tack when things aren't working. Evaluating progress also provides the motivation, reward and accountability for people to stay committed to each other and the team's purpose.