

ADVANCED LEADERSHIP PROGRAM 2007

The Challenge of Change: Turning Strategy into Action

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During periods of rapid economic and regulatory change the challenge for both private and public sector leaders is not just to set a clear strategic direction – but to translate that strategy into action. This requires that both employees – *and all other key stakeholders* – understand, and support, the strategy.

This Module highlights the importance of a coordinated top-down approach by leaders seeking to mobilise their organisations to respond successfully to the challenges of change. The Module will use both Class presentation and interactive Case Studies as well as pre-class access to web-based diagnostics to cover four distinct elements:

- 1: Introduce proven Strategy Frameworks and by means of mini cases show how these can be applied within participant organizations
- 2: Show how to ‘align’ the organizational ‘Architecture’ of structure processes, systems and incentives to incentivise new behaviour
- 3: Identify the key barriers to change and define the leadership focus, style - and behaviors - needed to overcome them
- 4: Demonstrate the importance of creating a ‘Performance Culture’ to *sustain* change

At the end of this Module participants from both the private and public sectors will understand the latest findings from both research and consulting on how to engage the team in developing a strategy to cope with rapid change – and how to translate strategy into action by means of new behaviors and culture, resulting in superior and sustained organizational performance.

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