

# WABA Culture-Driven Strategic Planning Summit for Business Leaders Agenda

- 8:00AM – Registration
- 8:45AM-11:45AM
  - Define your goals (personal, professional, business)
  - Create Your Roadmap
    - Narrow the strategy – we can take one road at a time.
    - Determine metrics and how you will measure success (both overall, and at other levels in your organization)
    - Lagging and Leading Indicators and identifying vital behaviors.
- 11:45AM-12:30PM – Lunch
- 12:30PM-3:30PM
  - Knowing our strategy, how do we align our organization (and HR practices) to support it?
    - Strategy
      - In each element, does it clearly support the strategy?
    - Structure
      - What role do you play in the organization today? What role do you WANT to play (example: be less involved, more involved)?
      - What does our structure look like today? How does it / doesn't it support the strategy?
      - What does the organization need to look like to make the strategy work? What skills do we need (today or in the future)?
      - Who is able to make decisions within the organization? To what extent? What guidance do they have?
      - Where does power exist within the organization? How does it support the strategy?
    - Processes
      - How does information move throughout the organization?
      - Where is information getting bottlenecked in the organization?
    - Rewards
      - What behaviors and outcomes are rewarded today? How does that align with our strategy?
      - What unintended consequences/outcomes have we experienced from our current rewards plans?
      - What behaviors need to be rewarded to support the strategy?
    - People
      - How equipped are our team members to make decisions to support the strategy? What tools or skills do they need?
      - Looking at what our Structure and Strategy need, what team members can I develop for these roles? What gaps do I need to fill skill-wise by hiring outside?