

Strategy Implementation Roadmap (SIR)

Modules	Stages			
	Crafting	Embedding	Executing	Sustaining
1 Leadership Excellence	<ul style="list-style-type: none"> Reflect and learn from past performances Understand the strategy implications to the business Identify any mindset & competency leadership gaps 	<ul style="list-style-type: none"> Drive consistency in strategy messaging and actions from all leaders Ensure leaders support, drive and champion the strategy 	<ul style="list-style-type: none"> Ensure leadership behaviors stay true to the strategy 	
2 Financial Value	<ul style="list-style-type: none"> Define budgeting cycle, set after strategy and allocate required resources 	<ul style="list-style-type: none"> Initiate investment in required projects and resources 	<ul style="list-style-type: none"> Monitor investments, and budget forecasting 	<ul style="list-style-type: none"> Identify realized shareholder value, and specifically capture strategy value to the P&L and Balance sheet Review burn rate and optimization of investments
3 Business Model Redesign	<ul style="list-style-type: none"> Identify the impact of the strategy on your current business model Recognize new technology opportunities and requirements 	<ul style="list-style-type: none"> Identify how to digitalize the business Integrate project driven transformation 	<ul style="list-style-type: none"> Create real time implementation Track adherence and performance to the redesigned business model 	<ul style="list-style-type: none"> Continue to review and enhance business model
4 Culture Evolving	<ul style="list-style-type: none"> Assess and align culture to identify how the culture drives the strategy 	<ul style="list-style-type: none"> Ensure culture is working as an enabler Create both top-down and bottom-up, aligned and driven culture initiatives Develop a culture of accountability 	<ul style="list-style-type: none"> Develop a high performing team 	<ul style="list-style-type: none"> Review culture to ensure relevance
5 Stakeholder Management	<ul style="list-style-type: none"> Plan strategy launch Identify what's expected and required to transform Brand the strategy Roles and responsibilities Map key stakeholder players 	<ul style="list-style-type: none"> Cascade key strategy messages and expectations 	<ul style="list-style-type: none"> Over communicate to stakeholders while providing transparency 	
6 Employee Engagement	<ul style="list-style-type: none"> Identify Skills and Engage Talent 	<ul style="list-style-type: none"> Develop and engage key employees Middle managers role as lynchpin Tactics for inspiring employees to take the right actions Allocate resources 	<ul style="list-style-type: none"> Train Rest of Organization Continuously reward and recognize Align and track resources External partners collaboration 	<ul style="list-style-type: none"> Ensure continuous engagement across organization Identify shifts in resource requirements and ensure adequate bench strength
7 Track Performance	<ul style="list-style-type: none"> Identify strategy objectives Identify and create measures for tracking strategy objectives and prioritizing actions 	<ul style="list-style-type: none"> Develop discipline of using scorecard to run the business Set divisional / department scorecards 	<ul style="list-style-type: none"> Regularly track performance to manage the business Challenge assumptions made in original strategy 	<ul style="list-style-type: none"> Revisit strategy objectives and measures Ensure reviews become part of the organization's culture