

Strategy Implementation Roadmap (SIR)

Modules	Stages			
	Crafting	Embedding	Executing	Sustaining
1 Leadership Excellence	Reflect and learn from past performances Understand the strategy implications to the business Identify any mindset & competency leadership gaps	Drive consistency in strategy messaging and actions from all leaders Ensure leaders support, drive and champion the strategy	Ensure leadership behaviors stay true to the strategy	
2 Financial Value	Define budgeting cycle, set after strategy and allocate required resources	Initiate investment in required projects and resources	Monitor investments, and budget forecasting	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	Identify the impact of the strategy on your current business model Recognize new technology opportunities and requirements	Identify how to digitalize the business Integrate project driven transformation	Create real time implementation Track adherence and performance to the redesigned business model	Continue to review and enhance business model
4 Culture Evolving	Assess and align culture to identify how the culture drives the strategy	Ensure culture is working as an enabler Create both top-down and bottom-up, aligned and driven culture initiatives Develop a culture of accountability	Develop a high performing team	Review culture to ensure relevance
5 Stakeholder Management	Plan strategy launch Identify what's expected and required to transform Brand the strategy Roles and responsibilities Map key stakeholder players	Cascade key strategy messages and expectations	Over communicate to stakeholders while providing transparency	
6 Employee Engagement	Identify Skills and Engage Talent	Develop and engage key employees Middle managers role as lynchpin Tactics for inspiring employees to take the right actions Allocate resources	Train Rest of Organization Continuously reward and recognize Align and track resources External partners collaboration	Ensure continuous engagement across organization Identify shifts in resource requirements and ensure adequate bench strength
7 Track Performance	Identify strategy objectives Identify and create measures for tracking strategy objectives and prioritizing actions	Develop discipline of using scorecard to run the business Set divisional / department scorecards	Regularly track performance to manage the business Challenge assumptions made in original strategy	Revisit strategy objectives and measures Ensure reviews become part of the organization's culture