



ALIGNED FOR EXECUTION: CASCADING STRATEGY ACROSS THE ORGANIZATION

with Dr. Sean Hannah

\$475 (US) per person

VIRTUAL SESSION (3-HOUR)

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One of the most important functions of senior leaders is managing the strategic processes and systems of their organizations. This includes strategy formulation, the development of strategic plans, and the execution parameters for those plans. It also includes strategic thinking, which is both a process and a mindset. No matter how well planned, reactions of competitors, suppliers, and customers; changes in regulatory environments, resource availability, or other dynamic changes often require that plans must change during execution. This session will address both strategic thinking and a dynamic, rich strategizing process. Best practices of strategic leadership will be covered to enhance senior leaders' abilities to guide their organizations to thrive through VUCA (volatile, uncertain, complex and ambiguous) contexts. Once strategies are set, strategic implementation must be enacted. This session will thus also cover strategic nesting and alignment. Organizations often become fragmented because their strategy, vision, mission and organizational values aren't properly integrated or become misaligned. This session will cover how to align these strategic components to ensure that the strategy cascades down through the operational and tactical levels of the organization. As part of achieving this alignment, this session will address how effective leaders communicate their vision and intent to leaders and followers at lower levels.

DR. SEAN HANNAH

Professor Hannah holds an endowed chair in management at Wake Forest University School of Business. He previously served as the Director of Leadership and Management Programs at West Point - The United States Military Academy, and as the Director of the US Army's center for the profession and character-based leader development. He is a retired US Army Colonel with vast practical experience leading complex organizations and developing leaders.

Dr. Hannah has served in command and staff positions in Infantry units in Europe, Cuba, Panama, Southwest Asia, and the United States. He served in combat with the lead unit of 3d Armored Division during Desert Storm, where his unit was awarded the Valorous Unit Award and he the Bronze Star. He has served from the lowest tactical levels to the highest strategic levels, having worked for two Chiefs of Staff of the Army and an Assistant Secretary; an engaged and effective educator and trainer, he synthesizes his research and practical leadership experience to engage students and leaders and enhance their learning. Beyond university teaching he has conducted over 300 executive education programs with major corporations and other U.S. and international organizations on leadership, leader development and character development.

TOPICS COVERED

3 PILLARS OF TRUST

COMPETENCE (LOGOS)
CHARACTER/INTEGRITY (ETHOS)
BENEVOLENCE/SYMPATHY/CARE (PATHOS)
DYNAMICS BETWEEN LEADERSHIP STYLE, CREDIBILITY, TRUST, AND POWER AND INFLUENCE

BUILDING LOGOS

SIGNALING COMPETENCE
HARNESSING OTHERS' COMPETENCE
KNOWING YOUR SWEET SPOT - LEVERAGING STRENGTHS

BUILDING ETHOS

LEADING WITH INTEGRITY AND AUTHENTICITY
ETHICAL LEADERSHIP TECHNIQUES - MODELLING THE WAY

BUILDING PATHOS

FIDELITY, LOYALTY, AND CARE
INDIVIDUALIZED CONSIDERATION

BUILDING TEAM AND ORGANIZATION-BASED TRUST

CREATING TEAM POTENCY
BEYOND COHESION - BUILDING TEAM HONOR, DUTY, AND LOYALTY
EMBEDDING TRUST IN ORGANIZATIONAL SYSTEMS AND CULTURE

RESTORING BONDS OF TRUST - TRUST REPAIR

TRUST REPAIR TECHNIQUES - PERSPECTIVE OF THE TRUSTEE
TRUST REPAIR TECHNIQUES - PERSPECTIVE OF THE TRUSTOR

FOR REGISTRATION PLEASE CONTACT: - IMS Regional Director -
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