

## Overview

Genuinely strategic top teams are rare. The reason they are rare is because there are three fundamental challenges for a top team:

- Working as a strategic board. Many senior managers are action fixated; don't like the sense of loss of control that comes with working strategically; seek to reduce ambiguity and have fixed views on how to do that; and have a significant investment in their personal discipline – all of which work against being an effective strategic board.
- Being effective individual leaders within the organisation. Actions speak louder than words and nowhere is this more the case than with how senior leaders chose to act and behave in their dealings with their staff. The shadow they cast is significant and to be effective, senior leaders need to work at the right level and behave in the right way.
- Working as a high performing team. This requires trust and openness between team members; the ability to have robust and constructive conflict; create genuine commitment to the way forward; for everyone to take accountability for the whole of the strategy; and to have a real not managed focus on results

## Aim

Strategic Top Team events help top teams to:

- Increase the levels of openness and trust between team members
- Raise the level of leadership of its members
- Engage in genuine and robust strategic dialogue
- Create engaging organisational visions
- Shape the culture of their organisation
- Structure their organisation to align resources with strategy

## Benefits

Strategic Top Team initiatives help to deliver:

- More engaged and aligned staff
- Greater consistency of senior management actions
- Better execution of strategy

*Amid uncertainty and change can you afford for your top team not to give its best?*

# The Three Challenges

