

DISCOVERY PLANNING

Putting Knowledge to Work

Given the rapid pace of political, economic and technological change, organizations must continuously adapt and change their strategies and tactics to align with shifting supplier and customer demands and expectations.

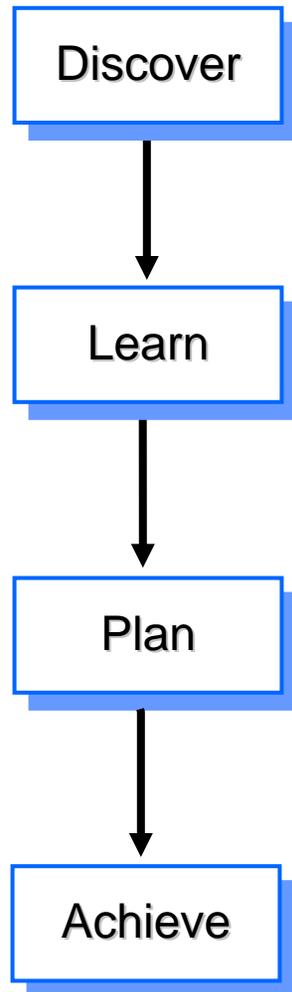
A most effective way to address these challenges is to engage high performing members of your organization in a dynamic group process.



Discovery Planning will evoke responses that enable your team members to quickly and confidently identify and solve problems. It's an empowering experience that yields valued outcomes well beyond the time involved. Most important, the synergy and teamwork involved will create accountability and ownership of their plans and solutions – helping to ensure implementation.



Discovery Planning Steps



Discovery Planning Processes

Group members are guided to brainstorm, identify, isolate, and clarify critical business issues, challenges and barriers to success.

Members work in focused teams to analyze, discuss, negotiate and prioritize issues. They generate ideas, create scenarios and explore possible plans and solutions.

Through collaboration and coaching, teams define objectives, set goals and develop strategies to implement solutions to actionable issues.

Facilitators ensure that everyone involved is on board; expectations are acknowledged, and no confusion exists about tasks and accountability. Standards are set for follow-up milestones, metrics and communications.

Discovery Planning Outcomes

They become clearly aware of their situation and implications for change. They see the BIG picture and create energy and motivation to work together toward a common goal.

Multiple perspectives add value to ideas and build consensus. Members uncover, capture and document tribal knowledge and best practices. They gain new insights and respect for each others' contributions.

Team members accept the direction and take ownership of the plans. They have both the conviction and confidence to gain leadership buy-in and approvals for implementation.

- Possible outcomes include:**
- Mission clarity
 - New procedures/practices
 - Better marketing/selling tools
 - Performance standards
 - Training requirements
 - New markets defined
 - Shorter cycle times
 - Reduced costs
 - Increased sales