



GUIDING PEOPLE. PROPELLING BUSINESS.

whitewater group

ACCELERATING BUSINESS PERFORMANCE BY EMPOWERING PEOPLE

STRATEGIC FOCUSING

Peter Senge, author of *“The Fifth Discipline”* talks about the “creative tension” required for effective change in an organization.

Our model for a Strategic Focusing Session endeavors to establish this tension – first by identifying the current reality of an organization, and then clearly describing a future-focused vision of success. It is the gap between these two that creates the “tension,” the need for change to achieve the desired vision of the future.



We use a group decision-support system to quickly achieve this objective. Immediate and anonymous feedback from every participant is an integral part of every session. Participants see their level of consensus, quickly prioritize issues and anonymously generate feedback about proposed actions.

We eliminate a major bias that occurs in some meetings; anonymous input prevents peer pressure or leader pressure from coloring participant votes.

Objectives

- Develop a rich and tangible vision of success
- Identify the critical success factors that will drive success
- Prioritize the strategic, structural, cultural and behavioral barriers to achieve success
- Create action recommendations for reaching the vision of success

Benefits

Each session is uniquely designed to fit the issue and/or purpose of the group. Our clients have identified these major benefits:

- Focuses group energy
- Identifies opportunities that provide the greatest payoff for the actions taken
- Accumulates and immediately synthesizes large amounts of information
- Speeds the decision-making/consensus building process
- Decreases the chance that only the loud will be heard
- Increases communication through the identification and discussion of areas of conflict
- Overcomes limitations of individual participation
- Builds group consensus, alignment and commitment around an issue
- Guarantees participation from all participants