

IMPLEMENTATION TEAM



Key Takeaways

- › The first aspect the core team needs to think about is the resources needed to implement the strategy
- › There are three approaches to rapidly acquire the needed human resources:
 - Training and upskilling existing staff
 - Recruit and integrate new staff
 - Acquire external resources per project
- › Think about objectives of the team and the resources they need to work effectively
- › Enable team members to achieve their objectives without disrupting the flow of the organisation
- › Ensure that business operations are addressed, changes implemented, and performances tracked
- › Consider taking a cross-functional approach and hiring individuals from different backgrounds, jobs, and expertise

Questions to Consider:

- › What are the objectives of the teams?
- › Who's on the teams?
- › What resource do they need internally and externally?
- › What capabilities do they need to work effectively?

INTRODUCTION

Some Strategy the constitution of a separate project team dedicated to the diagnosis, design, and implementation of the strategic plans. Others will require staff to reallocate time to accommodate a broader set of activities.

For individuals within the organisation, skills, development needs, career prospects and planning, succession, enthusiasm for participation, and opportunity cost of the assignment will play a role in the allocation of individuals – full or part-time – to the strategy program.

The core implementation team operates as a task force comprised of members from different disciplines and working toward a common goal on a highly focused basis. The team should be carefully set with regards to:

- › Overall structure
- › Team membership
- › Fit with regular operations
- › Required capabilities and resources

Where there are resource gaps, insufficient skills or a limited timeframe, a specific programme of resource acquisition will be required.

Guidance

Once imperatives, actions, responsibilities, and timetable have been set, the next decision to be made is who will be assigned to these tasks. The design, population, and training of implementation teams is vital, since they're the ones who will be on the front lines of the work.

A good implementation team needs to be structure- with its own managers and executives, and teams, individuals, or outside sources to carry out specific tasks. Team structuring and resourcing go hand in hand, so you can know who's doing what, who they report to, and how the team members' responsibilities fit with their regular responsibilities (so that objectives can be completed without disrupting the flow of the organisation). All this needs to be addressed so that changes can be implemented while performance is tracked, and so that the individuals who were effective can be rewarded properly.

When these teams are being set up, creativity can be helpful. Having a diverse team with individuals of different departments and age groups, as well as insiders and outsiders. Setting up these creatively teams can also create future opportunities and have lasting benefits.

When evaluating the team, skills must be specifically assessed. The capabilities of the team members and their proficiency in those skills needs to be fully understood so that teams can be effective. In this way, skillful people can be effective, and certain members can expend their skills or improve on their weaknesses.

The integration plan needs to be aligned with the organization's vision, values, tactics, organisation, communication, and leadership. All elements need to be

aligned with one another, so they do not interfere with one another and work most effectively. Aligning aspects of the program and ensuring the timing and conditions are right before integrating it into the day-to-day operations of the company are crucial to the implementation process.