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BE FOUND UPDATES

A spotlight on navigating challenges
and emerging trends

+ ideas that might turn out to
be solutions...



REFLECTION AND REVIEW: OVERCOMING BUSINESS CHALLENGES THROUGH VISION AND STRATEGY REALIGNMENT

Review of your business strategy should be at the very least an annual activity.

We conducted strategy sessions over December/January with each of our clients, the major theme was a realignment of strategic vision, direction and consequently operational goals. The review and realignment of business strategy process involves a comprehensive analysis of the company's internal and external environment, an assessment of the company's vision, mission, and values, the development of a clear and focused strategic plan, effective execution of the plan, and clear communication of the revised strategy to all stakeholders.

Some of the changes included:

- Choosing to shift from a Product Quantity focus to Product Quality.
- Identifying productivity as a focus area of improvement.
- Preference and commitment to establish stable and meaningful positions, engage skilled and passionate employees as opposed to contractors.

Tips to prepare for your business strategy change:

- **Where you identify a new strategic direction** for your business/department, you must explore it. It should line up with overall business mission and values.

This means more than just talking about it. There should be significant cost/benefit analysis conducted. Strategic cost benefit analysis is a process that helps businesses determine the feasibility and profitability of implementing a new strategy or project. **When considering a business strategy change, answer this question: How does this change line up with my 5 year plan?**

- **Interrogate the proposed change** with your business coach or business partner.

Not every idea is a good idea, so do some sense checking. If you don't have that resource, we can help here! The process of investigating a business idea involves a rigorous and systematic approach to evaluating the viability and potential impact of a proposed change, and making an informed decision about whether to move forward with the change.

- **Take time to identify the core 'why'** behind the strategic change.

Ultimately, identifying the 'why' behind strategic change is about developing a clear understanding of the business context, and the reasons for making a change. This understanding provides the foundation for developing a successful strategy that is aligned with the business goals, and that addresses the key drivers of change in the market and industry.

- **Develop a campaign** to launch/socialise the change.

There is so much power in using a 'plan on a page' resource that communicates the new direction, the overall goals and what it means for your team. The biggest mistake you can make is assume everyone already knows about what is happening or that it won't impact them or they won't be interested.



REALIGNING TEAM STRUCTURES

Building a Stronger Team: Essential Tips for Restructuring and Realignment in Response to Business Strategy Change

We have observed a large number of small and medium sized business in the last quarter taking steps to cascade their vision and strategy, as a result reviewing their organisational structure. Where there is a change in priority, focus and mission for the business this must cascade to a change for the management team and frontline members of staff. With careful planning and effective communication, you can ensure a smooth transition. Here are some tips to help you realign your team structures and make people changes.

- **Define your goals before making any changes**, the most important piece of collateral that will serve you well is your plan on a page, your depiction of the future. It should answer the question: What are you trying to achieve with the realignment? Be clear about your objectives and communicate them effectively to your team.
- **Consider factors such as job roles, responsibilities, and reporting lines.** Determine whether new positions need to be created or whether existing roles can be restructured.
- **Start with your management team**, the leaders and emerging leaders are your most valuable assets, get them on board first. Explain to the the purpose of the changes, and ensure they are aware of any new roles they will take on.
- **Involve your management team**, your leaders and the emerging leaders are some of the most valuable assets you have. Involving them will help you gain buy-in and ensure that everyone is aligned around the new structure. Often it is the management team that will undergo a lot of change, so bring them on board early.
- **Communicate effectively, be transparent** about your plans and explain why changes are necessary. Ensure that everyone understands what is expected of them and how they will be affected.
- **Manage resistance** Expect some resistance to the changes, and be prepared to manage it effectively. Address concerns and be open to feedback. Listen to your team members and take their concerns into consideration.
- **Monitor and evaluate progress** towards your goals. Regularly check in with team members to assess how the changes are being received and whether they are working as intended.
- **Stay flexible and be prepared** to make adjustments as needed. Realigning team structures is an ongoing process, and you may need to make additional changes over time.

Realigning team structures and making people changes requires careful planning, effective communication, and a willingness to adapt. By following these tips, you can ensure a smooth transition and position your team for success.

***Please note** some restructures require industrial consideration and we recommend engaging professionals to assist with determining what/if any industrial compliance requirements may be involved. Talk to us if you are unsure I will be more than happy to assist.



MANAGEMENT CAPABILITY DEVELOPMENT

The basics, the '101' of people management is often overlooked and undervalued. There is a growing demand for good, tailored, practical training.

Management capability training is currently in high demand for several reasons.

Firstly, in this competitive business environment, companies need strong leaders who can drive innovation and productivity. Effective management is essential for achieving business goals and staying ahead of the competition. Secondly, the workforce is changing, as a collective we have new expectations and perspectives for employment. Effective managers need the skills to engage and retain employees, as well as manage diverse teams with different backgrounds and skillsets. All of these factors have created a strong demand for management capability training.

Businesses recognise the importance of investing in their managers to build strong leaders, drive innovation, and achieve business success in a rapidly changing business environment.

OUR PROGRAM

The Be Found MCP (Management Capability Program) provides training and development for managers at all levels, from front-line supervisors to C-suite executives. Our clients have been eager to begin, the catch is, they don't want a generic program that is developed and delivered external to the business. They want something tailored, where the managers can apply the learning to specific scenarios. We are already on the journey with our clients, we have found the benefits that come from this program are multi faceted. Its like it's a dual process, where we are talking about concepts about dealing with the difficult conversations or confrontations that are common in management positions, while at the same time coming up with internal strategies and initiatives that are going to assist develop capability for the business.

IN PRACTICE - A REAL LIFE EXAMPLE

A management team going through the program noticing a theme develop during discussions - 'employees are increasingly frustrated that we as a management team are delivering the same messaging but repeatedly and over communicating to the point of giving a feeling of micromanagement'. There was a mutual agreement by the management team that this was not in alignment with the culture they are wanting to develop, so we then took the opportunity to divert the conversation slightly to what initiatives/actions could we trial for 3 months that might assist this. It was suggested by the team we implement a weekly management stand up on a Thursday with the addition of collaborating on a digital planning platform to better sync and align the goals for the week. They decided the mode of the meeting, the regularity and how they would measure the benefits of the meeting. This turned into now a highly valuable meeting, the employees have noted tangible differences in management communication and this initiative has now been implemented across other departments. That's the power in management capability development It's not simply about training. This theme has kind of gone beyond a theme and is in high demand that we are thinking about how we continue to deliver it and scale it.



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