

Onboarding wheel

05.10.2021

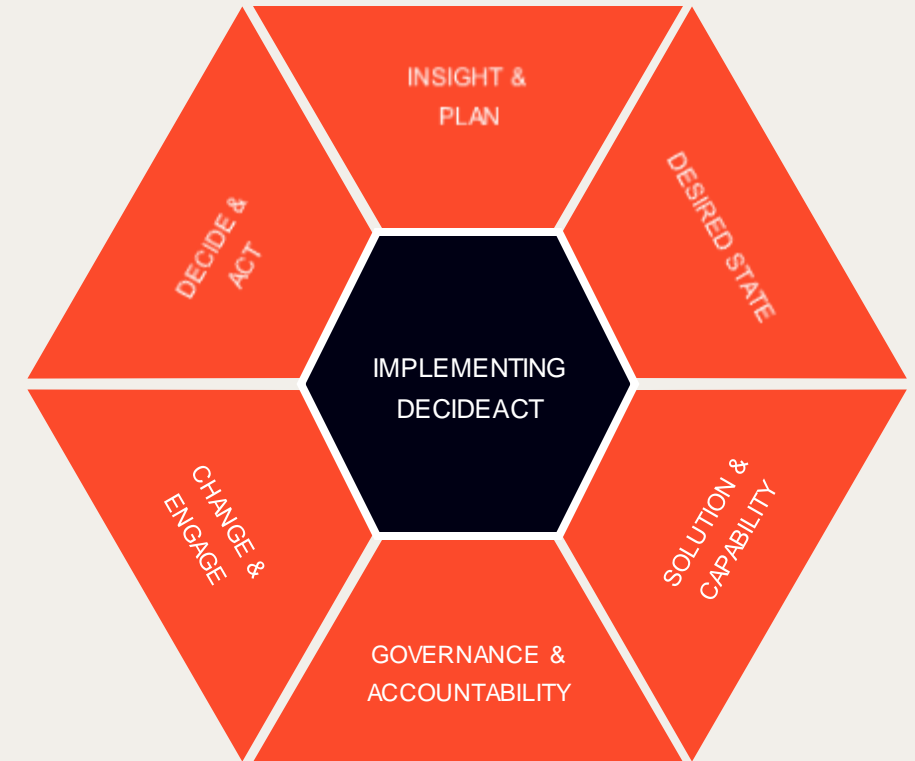


To succeed with your execution your strategy needs a plan – a strategy for the strategy.

This helps to establish a healthy infrastructure for the strategy execution also taking into consideration the internal and external environment that obviously will influence the execution and the possibility to live up to the strategic promises. Together we will define the plan that gives your strategy the best possible road map to deliver the intended benefits.

Your strategy execution goes through the following phases

1. Insight & plan: Planning, scope and ambition
2. Desired State: Identify SEM goals, & organizational maturity & readiness
3. Solution & capability: Strategic Framework, set up the platform and qualify
4. Governance & accountability: Establish Strategic Governance and lead with DecideAct
5. Change & Engage: Align and involve the organization in the execution
6. Decide & Act: Execute the plan, agile decision making and real time follow up based on instant monitoring



1. Insight & plan

After signing a contract with DecideAct we will start planning, scoping and identify the specific situation together with you to understand your current situation and needs in the onboarding of your organization.

Questions to answer:

- What solution have we agreed on (corporate, ESG, a unit, whole organization etc.)?
- How many users in the system and with what permissions (list of users)?
- Who is the owner of the strategy?
- Who is the owner of the system?
- Who & how many users/units should be involved in the onboarding?
- Are any Tech integrations needed?
- What is the strategic execution matureness in the organization today (see model)?
- How do you work with strategy implementation and execution today?
- What are your processes today working with strategy?
- Yearly wheel for the organizational strategy process?

Outcome:

- Onboarding meeting
- An onboarding plan / time schedule and milestones



2. Desired State

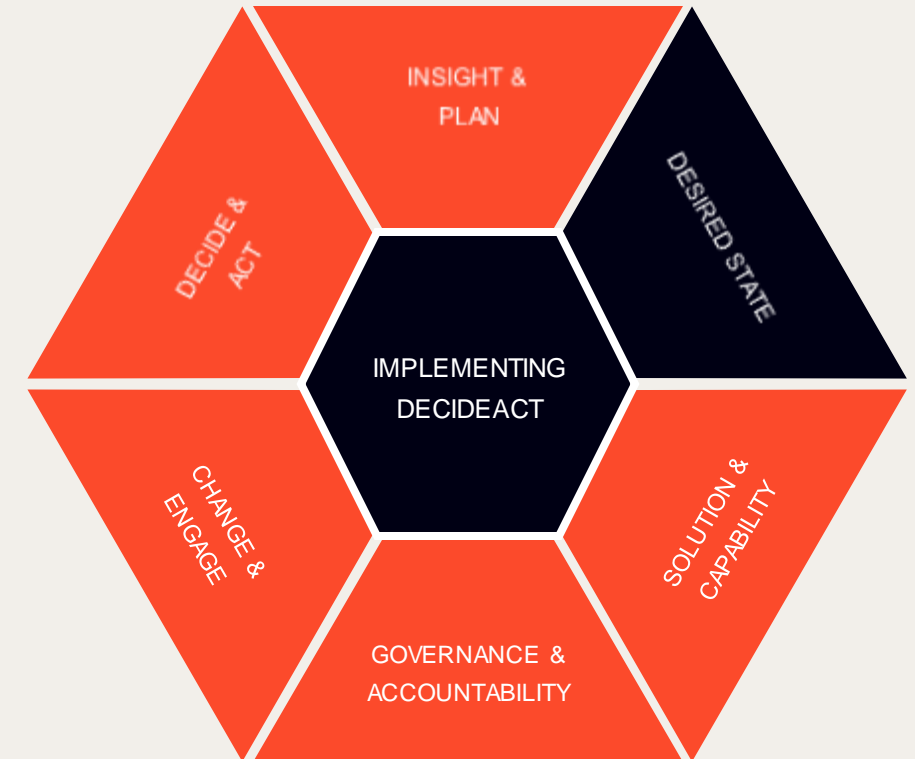
In this phase we focus on understanding the desired state in your organization. We identify SEM goals, ambition, your organizational maturity and readiness.

Questions to answer:

- What is the expected business success to come out of the strategy?
- What are right now the 3 biggest strategic challenges?
- How do you currently measure success for your strategy execution?
- What should be different from now in 1-2 years when it comes to strategy execution?
- What is your vision with SEM?
- How do you want to measure the success using DecideAct in your organization?
- Run through the existing strategy and strategic materials

Outcome:

- Recommendation and decision on strategic framework
- Clear ambition and success for SEM with DecideAct



3. Solution & Capability

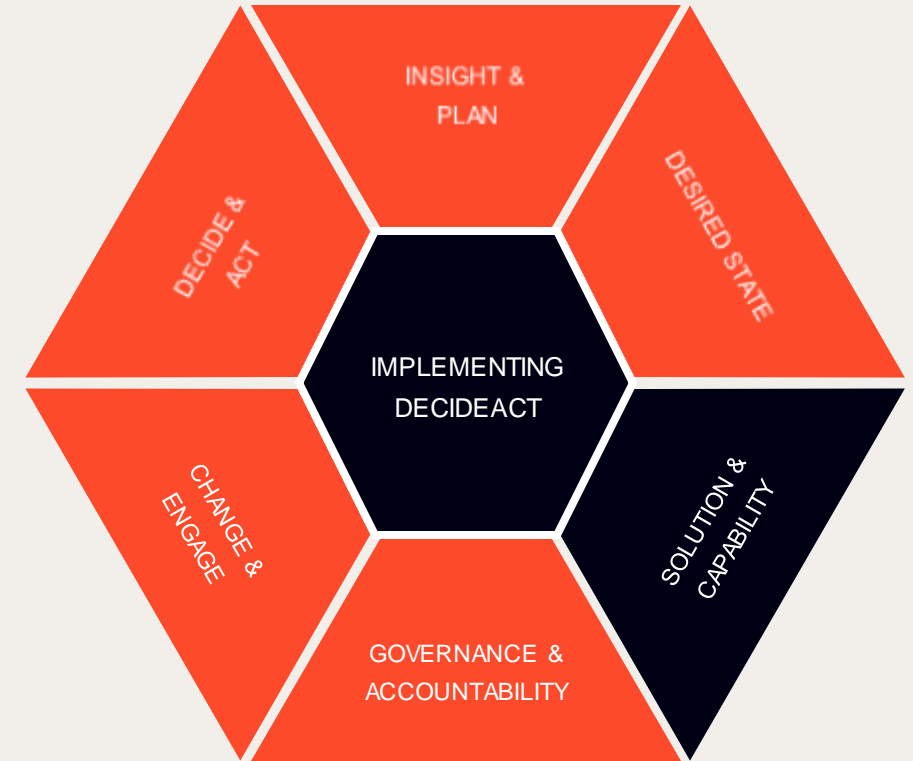
We focus on your Strategic Framework, set up the platform and qualify.

Questions to answer:

- Review existing material and give feedback
- Building a strategic Framework (Strategic Hierarchy)
- Do you have a common methodology (do you define things the same way)?
- Qualify strategic materials to ensure system fits client needs.
- Develop and collect all materials for the system (accountables, sponsors, deadlines, permissions etc.)
- Training and support of super user
- Configuration of the platform

Outcome:

- Final approved framework in the platform (meeting)



4. Governance & Accountability

In this step 4 in the onboarding process we focus on how to establish Strategic Governance and lead with DecideAct.

Questions to answer:

- Reporting frequency and review processes
- Delivery culture
- Decide roll out in the organization
- Define needed reporting and frequency

Out come:

- Decision on general principles for strategic governance
- Establish yearly wheel for the strategy
- Agenda for review meetings



5. Change & Engage

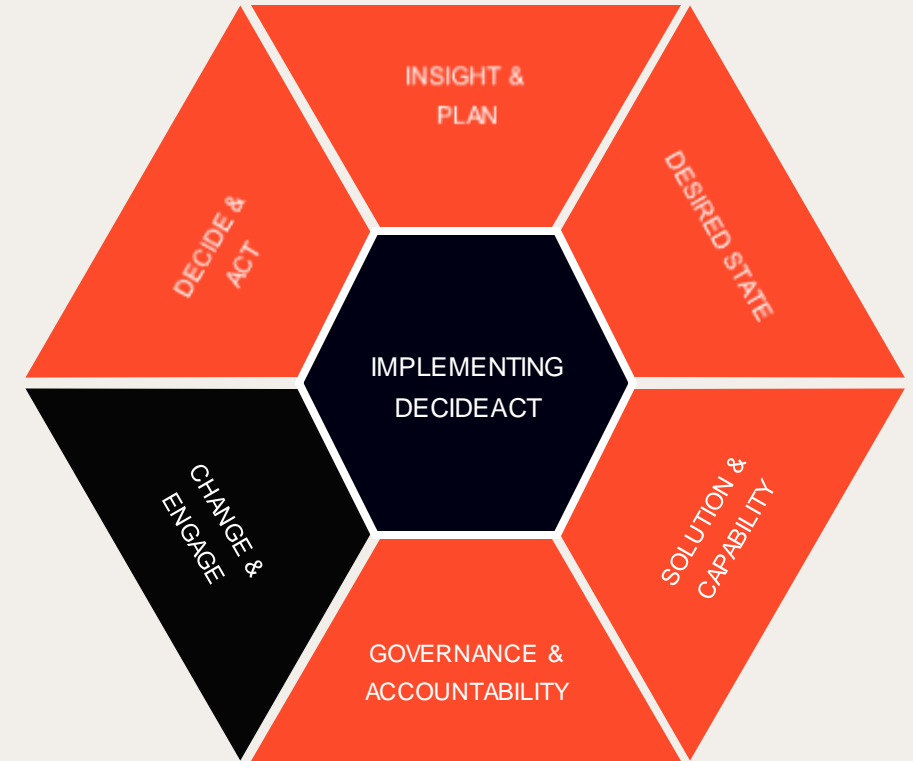
This phase is about how to align and involve the organization in the execution.

Questions to answer:

- Decide training and alignment in the organization – who should be involved? How and when?
- Unit involvement, definition of Strategic initiatives and actions
- Delegating authority and accountability
- How to empower people to act upon mutual strategic goals?
- How to help the organization to understand the strategy and how they can contribute to its success?

Outcome:

- Roll out plan for the organization
- Clear defined principles for using the platform in your organization



6. Decide & Act

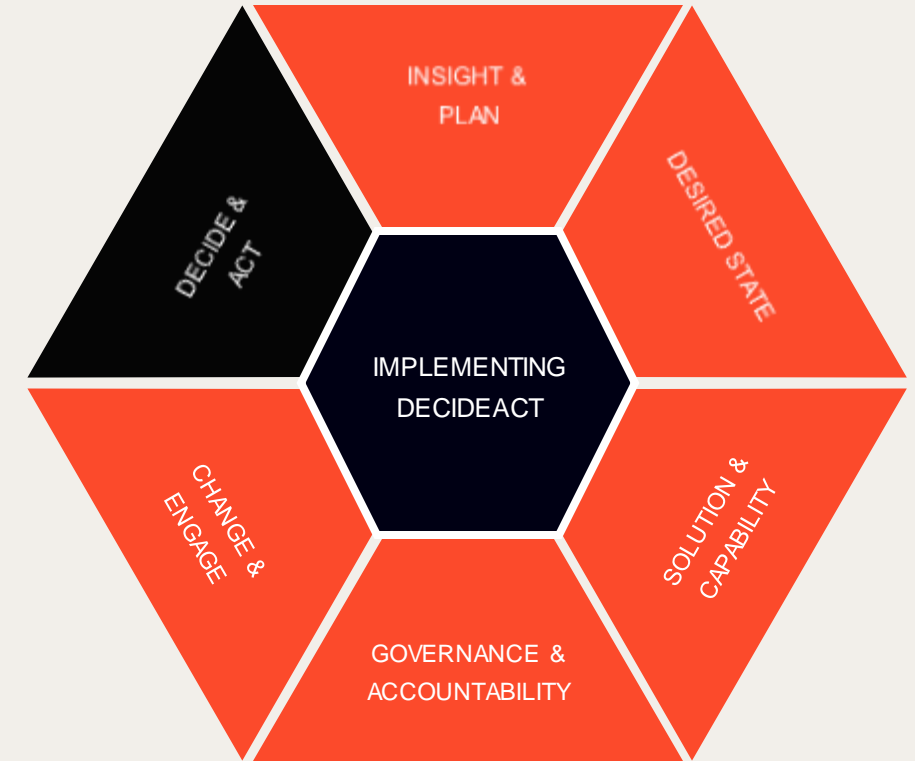
Execute the plan, agile decision making and real time follow up based on instant monitoring.

Questions to answer:

- How to follow up on the strategy execution?
- What can be done to support a more effective strategy execution?
- How do you intend to lead with DecideAct?

Outcome:

- Plan for one2one follow up
- Clear decisions on how to monitor the system
- Quarterly follow up meetings in Calendar (Management and DecideAct)



Let's make your strategy walk the talk

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