

People and Strategy Roadmap

The **People and Strategy Roadmap** is a comprehensive plan that points the way forward with routes, landmarks, and other cues to help you get from here to there—and beyond.



STEP 1:

- Strategy meeting with the business leaders (typically CEO, GM, and/or Board Members, if appropriate)

STEP 2:

- Conduct stakeholder discussions with members of leadership team, managers, and/or key employees.
- Review current process and practices (including handbook, job descriptions, incentive plans, among others)
- Identify themes to summarize findings

STEP 3:

- Discuss findings – what’s going well, not going well, and items to prioritize later.
- Review the People and Strategy Roadmap with specific steps, including actions and estimated timelines.

The **People and Strategy Roadmap** is a comprehensive plan with specific steps to:

- **Get Alignment.** It is critical that everything and everyone is aligned to achieve business goals. The business structure, the roles, and the processes and practices must be aligned and headed in the same direction.
- **Track Progress.** It is important that everyone on the team understands the metrics for success and has short-and long-term milestones for tracking progress.
- **Develop Leaders.** Skills leaders and managers ensure the organization is always moving forward. Fortunately, great leaders are made, not born. Investing in your leaders is a smart, strategic way to stay ahead of the competition.



To learn how these tools can impact your business, email Erin Mies at erin@peoplesparkconsulting.com

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