

Strategic Readiness

Setting the Stage for Successful Strategic Planning in Aboriginal Communities and Organizations

Warren Weir

February 26/09

AFOA Canada Conference 2009

(306)966-2468 or weir@edwards.usask.ca

Presentation Overview

1. Strategic Planning
2. Strategic Readiness Defined
3. Seven Elements of Readiness
4. Strategic Assessment & Alignment
5. Stakeholder Readiness and Negotiating Change

* **NOTE:** This presentation is based on a paper by Weir and Kobussen, found in AFOA's Journal of Aboriginal Management, February 2009, Volume 6.

1. Strategic Planning

- Where is the business or organization today?
- Where is it going?
- How will it get there?
- How will it evaluate its progress?

Four Phases of Strategic Planning

- Strategic planning is a multi-phase process, that includes
 1. Strategic readiness assessment
 2. Planning to plan
 3. Strategic planning, and
 4. Strategic management

2. Strategic Readiness Defined

- Empowered capacity
- Member-leader alignment
- Shared knowledge of strategic planning processes and language
- Culture of sharing based on solid lines of communication
- Ability to participate freely and openly
- Knowledge of community opportunities and barriers

3. Seven Factors of Readiness

1. Leadership
2. Strategic Planning Knowledge
3. Communication
4. Participation
5. Resources
6. Appreciation of Strengths, Weaknesses, Opportunities and Threats
7. Knowledge of Planning Barriers

4. Strategic Assessment & Alignment

- Assessment of the 7 factors
- Alignment within and between community members and leadership
- Setting the stage to Plan-to-Plan

5. Stakeholder Readiness

- Readiness and counter-readiness
- And Conclusion....
- Thank you!