

# Strategic Team Plan

## COURSE OVERVIEW

McGhee Productivity Solutions' Strategic Team Plan (STP) guides teams through a proven process to develop an annual strategic plan that inspires and motivates accomplishment. An MPS consultant helps guide leadership teams to create a strategic plan that reflects the company and team's mission, vision and values and creates SMART goals and objectives for each member of the team. The process is sustainable year-after-year. This program is a unique experience in strategic planning because it focuses on celebrating wins, course-correcting what didn't work in the past year and looking ahead to gain alignment for the coming year's goals and objectives.

This program creates a high performing work team - a team that is aligned, focused and able to say no to activities that don't support their meaningful goals. By learning from the past, celebrating wins and acknowledging disappointments, participants become aware of patterns that have limited them and the organization. Through the process, the team shifts these awareness into positive behaviors that create higher levels of accountability, responsibility and results.

### Key Issues Addressed:

- Alignment vs. agreement
- Team members being accountable to their goals
- Course-correction and not repeating past mistakes
- Unclear job descriptions and goals
- Effective cross-functioning
- Team creation of guidelines for success and an operating paradigm

### Key Results:

- Creates a high performing work team
- Creates a solid strategic plan
- Identifies metrics to track the achievement of goals and objectives
- Gains team alignment
- Creates more honest, empowering communication
- Creates an inspired and motivated team
- Increases the percentage of annual goals achieved

*"Over the course of seven years, I have observed, learned and lived the STP process. I am more organized, I manage my time more effectively, and I communicate with my team with more intention and clarity. This process is not a simple change; it transforms us into better workers, better communicators, better leaders."*

**-Karen Vitgenos,  
Department Director,  
Government Agency**

The Strategic Team Plan is a three-phase process. Interviews can be conducted with colleagues prior to the session to ensure participants are getting an outside-look on how to be their most productive. In the first phase, an MPS facilitator spends 2 hours aligning with key stakeholders on how to best to prepare the team and 4-8 hours facilitating a Straw Man with key leaders to prepare for the off-site retreat. The second phase is a 1-3 day off-site retreat completed where the team collaborates and aligns with the strategic plan. Sustainability is the final phase in which an internal coordinator is trained an access to eLearning materials is provided. This program works best in tandem with McGhee Productivity Solutions' Team Accountability Program. A productivity survey will be conducted a month later to measure specific results.

## COURSE OUTLINE

### Preparation

- Leadership and stakeholder alignment
- Straw Man is completed to create strategy and goals
- Team is introduced to the concept of the STP (internal marketing)

### Retreat

- 1-3 day retreat is held including key players
- Review previous year for celebrations, disappointments and course corrections
- Alignment and context on goals and objectives

### Sustainability

- An internal coordinator is trained to ensure sustainability of plan including onboarding of new employees, administration and surveys