



**Derek Hendrikz Presents:**

## **Strategy Development – an Organatics™ Perspective**

***An advanced workshop in developing and implementing organisational strategy...***

Date:	Venue:	Place:
08 – 10 October 2018	<a href="#">Holiday Inn</a>	Rivonia Drive, Sandton South Africa

### **About the Workshop:**

To succeed, any organisation must thrive in a fast changing and dynamic world. The effect of this is that strategy must be intelligent and dynamic. Also, it might be that much of what you know about strategy development and implementation might be obsolete! Research shows that old ways of creating corporate strategy will not sustain the growth and change that many organisations need. The workshop is based on organatics™, which is a scientific way to design strategy. Our aim with this training is to give, explain, and show, the best international practice in strategy development. It is therefore imperative that any person who works in this field must attend this workshop.



Derek Hendrikz Consulting has vast experience in strategy consulting, with more than 50 projects under its belt. In fact, the firm has done work for both private and public institutions within 27 countries. It is this experience that makes us the best choice to teach learners how to use relevant strategic initiative to respond to the environments that sponsor them.

In organatics we use scientific method to find ways through which we can measure the variables that drive any system. In so, we aim to devise strategy in a systematic and scientific way so that it will enhance the structure, performance, risk, and culture of any organised human system. Organatics has four root theories, which we teach during the work session. Jointly, they give the best global practice on methods of strategy design. We start by teaching how to develop a process construct, and then we show how to assess this construct against the needs of the environment that must sponsor its existence. Also, we work with the basic construct types that distinct organisations have. Based on this construct, we then teach learners to create intent that can translate to implementable strategic initiative. The approach is practical and will help participants to grasp their organisations with a depth that is beyond former knowledge.

**After this training, participants will...**

- Know what the best practice is for creating a strategy that will keep their organisation relevant.
- Grasp basic organamatics theory and know how to apply it in the design of strategy.
- Know what to do to become and stay a Relevant and Performing Organisation™ (RPO).
- Create a process construct™ that will enable a dynamic strategy.
- Know how to distinct operations from strategy.
- Know how to set targets and how to distinct operational from strategic targets.
- Know how work with an EOP Analysis™. The aim of EOP is to help us grasp risk Exposure, Opportunities, and Process efficiency.
- Know how to develop intent that will drive strategic initiative.
- Know how to create strategic focus areas.
- Create effective strategy that will achieve vision.
- Know how to direct and measure strategy.
- Through hands-on training, create an effective strategic frame that they can take back to the workplace.
- Know how to take the lead when it is time to develop, implement, and evaluate, strategy at executive level.

**Programme:**

Time:	Day 1: Operational Efficiency	Day 2: Strategic Effectiveness	Day 3: Implementation
08:30-09:00	<i>Workshop Registration &amp; Admin</i>		
09:00-10:30	Grasping organamatics.	The construct of strategy.	Putting together the strategic document.
10:30-11:00	<i>Convenience Break</i>		
11:00-12:30	Grasping your process construct.	Using the 5V model™ to develop strategic intent.	Measuring and monitoring strategy.
12:30-13:30	<i>Lunch</i>		
13:30-15:00	How to create operational targets and separate them from strategic initiative.	Developing strategic targets through the V4™ model.	Leadership in strategy implementation.
15:00-15:30	<i>Convenience Break</i>		
15:30-17:00	Organisational maturity and the RPO.	Developing strategic projects.	Workshop closure and reflection.

**Day 1:*****Grasping Organomatics:***

- Know how to study workplace systematics.
- Grasping and working with Theory 2I™ of orgtelligence™.
- Grasping and working with Theory 2P™ of work.
- Grasping and working with Theory 2E™ outputs.
- Know how to work with the resource system.
- Know how to work with the orgtelligence™ system.
- Know how to work with the relationship system.
- How to apply scientific methods when creating strategy.

***Creating a process construct:***

- Know how to separate purpose from intent.
- Know how to distinct operations from strategy.
- Know how to turn your mission into a core process.
- Know how to turn this core process into operational systems.
- Know how to translate your core business process into process families.
- Know how to divide your process construct into levels.
- Grasp the rules of organomatics in process development.

***How to create operational targets and separate them from strategic initiative:***

- Know when to measure ability and when to measure completion.
- Know how to extract operational targets from the process construct.
- Know how to create and distinct operational from strategic targets. The former will give us repetitive and cyclic outputs, whilst the latter will create non-repetitive outcomes.
- Grasp the TCP (time, cost, and priority) efficiency input model.
- Know how to use TCP to calculate target efficiency.
- Grasp the basic rules of writing a target.
- Know how to cascade your targets throughout the process construct.
- Know how to assess and test the efficiency of operational targets.

***Organisational maturity and the Relevant Performing Organisation (RPO):***

- Grasp and use Theory O™ that shows how to be a Relevant and Performing Organisation (RPO).
- Know how to distinct high performance from relevant performance.
- Know the equations for an RPO.
- Know the relationships that one must have to create a relevant and performing organisation.
- Know how to test and assess EOP, which refers to the risk Exposure, Opportunities, and Process efficiency that you face and must work with when you create strategy.

- Compare an EOP to the well-known SWOT analysis.
- Know how to link EOP with PESTLE.
- Know how to link EOP with the 5-forces of Michael Porter. This link is fundamental when one aims to grasp industry and competitive analysis.
- Know and grasp the complex nature of a strategic environment.
- Know how to test and assess the basic systems of any organisation.
- Grasp the difference between concrete and abstract processes.
- Know how to assess concrete processes such as: support; risk; transformation; customer management; core business; etc.
- Know how to assess abstract processes such as: employee content; the use of values; work competence; emotional wellbeing; communication; and conflict.
- Know how exposed we are to risks. To do this, we must relate risk to: politics; economics; social dynamics; technology; the law; environment; competition; the industry; substitute products; customers; and suppliers.
- Know how to assess and use opportunities.
- Know how to relate an EOP analysis to the creation of strategic projects.
- Know how to assess the maturity of an organisation to perform and stay relevant.

## Day 2:

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### *The Construct of Strategy:*

- Grasp the goal and purpose of strategy.
- Grasp the impact and velocity of change.
- Grasp the relevance of relevance.
- Grasp that leadership without strategy will lead you to irrelevance.
- Know how to create and sustain competitive advantage.
- Grasp that there is a paradox in strategic thinking.
- Know how to turn strategic thinking into action.
- Know how to make the strategic choice.
- Know how to analyse the need to compete.
- Know whether you should cut the pie, or whether you must create a new pie (Red vs. Blue)?
- Know how to develop the process / project ratio.
- Know how to make a strategic choice.
- Know how to define your strategic focus areas.

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**Using the 5V™ Model to develop strategic intent:**

- Grasp how desire relates to vision.
- Grasp that vision is the primary driver of strategy.
- Know how to design desire. We do this through the 5V model.
- Know how to separate ultimate intent from project intent and current intent.
- Know how to create a healthy strategic tension between current and desired realities.

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**Developing strategic targets – through the V4™ model:**

- Know how to create a “smart desire”.
- Know how to analyse your strategic goal so that you can create strategic targets.
- Know how to quantify abstract strategic concepts, e.g.; “world class”; “innovative”; “vibrant”, etc.
- Grasp how to use the rules of strategic quantification.
- Know how to monitor and evaluate strategic targets.

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**Developing Strategic Projects:**

- What needs to change?
- Know how to develop strategic themes that are in line with your strategic choice.
- Know how to turn these themes into strategic projects.
- Know how to develop strategic programme and project briefs.
- Know how to use critical success factors to grasp risk.
- Grasp the fundamental concepts on how to manage strategic risk.
- Know how to distinct process risk from the risk of strategy.
- Grasp the risk of: PESTLE; Porter's forces; and other external threats.
- Grasp the risk as they relate to your resources, intelligence, and relationships.
- Know how to calculate strategic risk.
- Know how to mitigate risks, and how to continue operations if disaster strikes.

This is a practical session where we work with a case study on how to develop strategic projects. During this session, each team will receive feedback from their fellow learners. The outcome of this practical exercise is to help participants, in that they will take this case study back to their respective work environments, and in so, they will get direct return on investment from this training.

## Day 3:

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### *Putting together the Strategic Document:*

- How to develop a strategic narrative for those that will read your document.
- The aim of a strategy, and why it must hold both - strategic initiative and operational targets.
- How to create a statement of strategic direction.
- The key parts that a statement of operational efficiency must have.
- The key parts that a statement of strategic effectiveness must have.
- How to create a scorecard that will help us to measure our strategy implementation.
- The annexures that a strategy document must have.
- How to present your strategy to the Board of Directors.

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### *Measuring and monitoring strategy:*

- How to use the TCP (time, cost, and priority) efficiency model to assess strategy.
- How to create a scorecard that will aid the evaluation and monitoring of strategy. There is a difference in assessing a strategy from assessing operations, one that we must grasp!
- Know the reasons of why we must separate powers when we evaluate strategy.
- Grasp the guidelines on how often we must assess strategy.

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### *Leadership in Strategy Implementation:*

- Grasp the role of the Board.
- Grasp the role of an executive team.
- Grasp the role of senior managers.
- Know how to translate strategy into action through projects.
- Know where to find the problem.
- Grasp methods of testing strategic success.

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### **Training Method:**

At Derek Hendrikz Consulting, we strive to be beyond comparison in what we do. In so, we pride ourselves to have thousands of highly satisfied customers worldwide. Our method is based on interactive learning, i.e. learners will learn by doing. We encourage learners to use workplace examples so that we can merge our inspirational presentations with practical and experiential sessions. In this, we ensure that they anchor their learning within the workplace. As with all our training programmes, we strive to effect actual change back at the workplace through effective and practical outcomes-based training.

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**About Your Presenter...**

[Derek Hendrikz](#) is a renowned international trainer, speaker, and consultant. In the past twenty years he has worked with more than 70 000 employees, in more than 200 companies, in 27 countries - worldwide. He was the lead consultant in more than 50 international projects. Most of his work, thus far, was in the field of strategy, process engineering, and organisational design and structure.

Derek mostly works with executive teams and has trained many Board Members and EXCO teams in a variety of topics.

Derek has thousands of followers and downloads on social networks such as [YouTube](#), [Face Book](#), [SlideShare](#), [Twitter](#), [LinkedIn](#). Please click on the links to view, or search for Derek Hendrikz.



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**Enquiries & Bookings**

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