



Implementing the Strategic Development Process™

Strategic Development™ (SD) is an integrated process designed to develop the untapped potential of your organization, using a results-based focus of “What Matters Most.”

SD integrates awareness and analysis with strategic planning, leadership development, employee development, and results management. When implemented, these best practices create an enhanced organizational process that leads to improved performance.



The unique LMI Strategic Development Process builds a solid foundation that generates a multiplier effect. LMI begins with the top leadership team in analysis, planning, and leadership development. From there, strategic initiatives are driven through the entire organization with a development process that creates “buy-in” and becomes a strong motivational force.

Note: The process is not the same for every organization and is tailored to fit your needs. The following tour is an example of only one of many possible implementation scenarios.

- **Awareness**

Working first with the Leadership Team, your LMI Partner guides you through a Strategic Analysis Process which consists of three steps.

Individual Analysis:

Each participant uses “best thinking” to complete a series of questions. This process develops an organizational sense of “best thinking” in which all have participated.

Performance Analysis:

Quantitative data is gathered which may include but is not limited to:

- . • Financial History
- . • Key Indicators
- . • Customer Feedback
- . • Sales Analysis
- . • Market Data

The Strategic Analysis Workshop:

Finally, data is compiled and discussed during a SD Workshop. The focus of the workshop is to evaluate the information, and draw specific conclusions on where

the organization is now, an overview of the current competitive market, and opportunities that may exist for the organization.

The workshop encourages open discussion of each participant's "best thinking," as well as careful review of quantitative data. As such, this stage becomes the foundation for the organization's future planning and establishment of its competitive advantage.

- **Strategic Planning**

The success of your plan is determined by the quality of the process. Insight gained from the Strategic Analysis is now expanded into a practical, common sense, results-based strategic planning process.

The leadership team maps the future direction of the organization while gaining everyone's "best thinking." This creates buy-in through every level of the organization.

Your plan will include but is not limited to the following:

- Core Values
- Vision
- Mission
- Purpose
- Strategy
- Critical Success Factors
- Organizational Objectives
- Short-Term Action Plan
- Projections & Budget
- Performance Tracking Plan
- Communication Plan
- Development Plan

- **Development**

Execution of the plan requires behavior change. If results are to be enhanced, behaviors must change. We accomplish this through a development process which changes old behaviors, and teaches solid management and productivity skills. We never attempt to change an organization. However, through the LMI Process, the organization actually transforms itself into a results-based, goals-achieving culture with a "What Matters Most" focus.

Driving Your Plan:

LMI has developed specific tools that turn the theory of individual development into a practical, proven process. LMI's goal setting and productivity tools are

designed around the goals of your organization. The “Plan of Action” tools make daily activities a strong motivational force. Instead of training and development being a cost, it becomes the driving force behind the implementation of your plan. This also creates a results-based, goal oriented culture focused on “What Matters Most”.

- **Results Management**

At the core of the LMI Process is the Results Management Meeting. Typically, LMI clients schedule these meetings on a monthly basis with the leadership team and the LMI Partner. These meetings are designed to review the progress of the plan and quickly implement corrective actions as needed.

- **Summary**

LMI clients understand there is no “quick-fix” for improving organizational performance. A complete LMI Strategic Development Process is a long-term relationship. The LMI Process is backed with specific, proven tools which deliver measurable results. The LMI Process requires investment of both human and capital resources. However, we suggest that you phase into the process, with no risks and small investment.

Why?:

If we are to be your strategic development partner, we must prove to you that our process will yield significant return on investment.

A Phase-In Approach:

Our phase-in approach allows you to experience the process and see the results. If, at any time, you feel you are not receiving the appropriate value, you may cancel future phases and terminate the relationship. However, we are confident that once you experience the process, you will be convinced of its value and like thousands of LMI Clients over the 40 years, we will have a mutually beneficial, partnering relationship.

Getting Started:

Contact LMI today and schedule a free consultation:

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