

# Case Study 3

## Business Planning Support

### The Client

Large private company



Discovering People's Potential

### The Challenge

The MD required a changed approach to the way in which business plans are transformed into departmental goals and objectives. The programme therefore was to provide support to the Senior Management in producing their departmental plans and encourage a greater level of ownership and commitment to those plans.

### The Programme

- Following a meeting with the MD to discuss and produce an outline set of company targets and goals, the Cherryblue consultant provided a programme of workshops and 1-2-1 coaching and feedback sessions that:
  - formulated an approach to developing departmental plans to support the given targets
  - provided new insights into planning and objective setting
  - helped managers to identify required actions to be taken in order to build their plans
  - Highlighted the potential for improvements in interaction required within departments
  - engendered an increase in teamwork and interaction that has subsequently been maintained
  - supported the creation of individual action plans
  - improved the level of managers' confidence in their plans
- The final plans were presented to the MD and were then consolidated into the new business plan for the forthcoming year. The output from this process was plans that were better constructed, thorough, realistic and interlocked far better across the organisation. Most importantly, because the plans and objectives had been developed within each department there was a far greater sense of ownership and commitment to the objectives contained within them.
- A review of the project was completed with the MD at a final review meeting along with the presentation of a final project report.