

LEAD WELL

KNOWLEDGE

PLANNED VS. EMERGING STRATEGY

SUMMARY

It is common practice for organizations to have a strategic plan that informs teams or departments of work to be done. Then, time is efficiently allocated and scheduled to execute this planned strategy.

Often, emerging strategies come along, and organizations cannot take advantage of the new opportunities. The planned strategy has taken up all the capacity in the schedule and the focus of the teams.

REFLECTION

Do we allocate any time to exploring new strategies that may be emerging as we execute the planned strategy?

Do we have margin in the schedule to take advantage of emerging strategies when they come?

Are we willing to adjust planned strategies?

ACTIONABLE ITEMS

- Get clear on the planned strategy.
- Create some margin in schedule for employees to explore possibly emerging strategies.
- Have a way for employees to share ideas on emerging strategies and then determine if they are worth pursuing.
- Have some flexibility in schedule to integrate emerging strategies.