

# STRATEGIC AND BUSINESS PLANNING

“At Competency Based Solutions (CBS) we understand that planning is essential for any organisation to expand, realise the full potential of new markets, and seize opportunities when they are presented.”



Unfortunately, in what is most often a dynamic and rapidly changing environment, the managers entrusted with leading a business forward are often so preoccupied with immediate issues that they lose sight of their ultimate objectives, leading to planning processes that are poorly structured, with decisions made in isolation and without input from key stakeholders.

The resultant plans are often composed under duress, lack vision, logic and creativity, fall well short of maximising business potential, do not reflect the changing needs of the work environment, and do little more than maintain the status quo.

We understand that a strategic plan is not the same as a business plan, or an operational plan.

Strategic plans are visionary, conceptual and directional, whereas business plans tend to be much more substantial and detailed, and operational plans are shorter and focussed on issues that are implementable and measurable.

Sustainable strategic planning depends upon addressing and integrating the four key elements:

- \* Visionary planning,
- \* Strategic and business planning,
- \* Operational planning, and
- \* Human resource (people) planning.

Our Strategic and Business Planning approach is designed to meet the specific needs of our clients and assign the dedicated resources to maintain excellent delivery and follow-up. Our approach takes into account the whole process of leadership, implementation strategies and systematic integration of planning with everyday operations.

The team at CBS can support your staff in a multi-step process covering vision, mission, objectives, values, strategies and goals leading to plans that envisionage possibilities and generate energy.

We can assist your business leaders to identify the key drivers in the marketplace, the current operating environment (including lead and lag indicators), anticipated future trends, and how your business can maximise opportunities in identified niche areas.

Working with many organisations we repeatedly find that business can make both significant improvements and take maximum advantage of potential benefits when:

- \* Planning is integrated into everyday business activities;
- \* Staff are encouraged to participate in the planning processes and are supported by excellent leadership;
- \* Change is understood and its implementation effectively managed;
- \* Planning is not a technique. It is a complete way of running an organisation, a means of managing change;
- \* A process through which organisations can systematically manage growth, eliminate resistance and waste and engage employees to deliver productivity.

Through a partnership with CBS, we can assist your decision-makers to turn good plans into great plans.

Clients we have worked with consistently report:

- \* Improved and demonstrable change in individual and group behaviour consistent with values;
- \* Development of a shared vision of the future;
- \* Demonstrable productivity improvement;
- \* Significant improvements to safety record;
- \* Clearly identified improvements to the bottom line;
- \* Development of a culture of continuous improvement;
- \* Improvements in the industrial relations environment;
- \* Valuable improvement in staff morale.

# ABOUT US

## OUR APPROACH

At Competency Based Solutions we work at all levels of your organisation (executive, managers, and operations), to make your business safer and more competitive.

Our service delivery model is flexible and adaptive, and we engage in long-term partnerships in order to understand your operations, your people, your challenges, and your needs.

This application of high-level skills, combined with our personal approach, allow us to identify issues and develop solutions that reflect the environment in which you operate.

Our core competence is organisational development and planning, behavioural change and safety, and, more specifically, leadership development and cultural change.

## OUR METHODOLOGY

We assist your company to achieve real and sustainable change using tailored solutions and methodology by developing leadership and competence in structured workplace activities.

We tailor our design, delivery and measurement to your company's unique challenges and needs, and this combination of tailored solutions within a long-term partnership ensures you achieve your strategic and business goals.

Our clients directly link our interventions to marked improvements in performance and significant and measurable gains in productivity.

## ABOUT COMPETENCY BASED SOLUTIONS

Competency Based Solutions is an Australian owned international consulting group of advisors working in partnership with organisations undertaking operations and projects across Australia, Asia, Africa, the Middle East, Europe and North America.

Our extensive experience working with organisations in industrial settings such as oil and gas, mining, marine and construction, have seen us address the challenges of achieving sustainable change in the key areas of safety, while at the same time maintaining and improving performance.

Our unique approach includes:

- \* Broad cultural change that integrates safety systems with all other business systems to achieve safe and productive workplaces.
- \* The delivery of operational change through integrating competence development with structured workplace activities, ensuring that learning is applied to address real operational and business challenges.

Our consultants work in major hazard industries, and deliver our tailored solutions in industrial settings that are often harsh, hazardous, and culturally diverse. We have a sound knowledge of the safety issues facing major hazardous industries, and we successfully engage your employees from CEOs down to frontline operators.

