



## Leadership For Growth - Operationalizing the Integrated Growth Framework (IGF) Phase 1

Onsite – 40 hours – Optimum Class Size: 5-10 Participants

### General Course Information:

Participants will learn to use **evidence-based decision making**, by utilizing disciplined data driven findings to determine areas of opportunity for growth. **Each section will include lecture, hands on demonstration, review of the month before activities, practicing and peer led discussions.**

Participants will develop tracking tools, process for gathering and evaluating information, set goals and objectives to review and make decisions based on the sum of all information.

- Addressing problems, Nonconformities, and risks
- Identifying risks and opportunities
- Promoting good practices within the organization
- Increasing understanding of the interactions between processes

### Delivery of content:

- The first 3 months will be dedicated to learning about Annex SL, understanding the (PDCA) process approach and learning how to establish and manage an effective internal audit program
- Every month after that, using tools that they learned, participants will perform internal audits, with guidance from consultant, on specific processes according to the audit schedule
- Participants will follow up to ensure that Identified Actions are generated and addressed
- Each month will start with a Lessons Learned session led by the consultant, where participants will review and critique previous month audit results, to identify best practices
- Participants will be practicing these cumulative acquired skills to gain experience from the identified initiatives with guidance from the consultant

After the first 3 months of training per training objective, Participants will build on acquired skills, and gain confidence through experience, observation of their peers and instruction, as part of establishing a robust internal audit program for their company.

Through repetition of the monthly activities the organization will ensure continued benefits of these practices, processes, and procedures to deliver against a disciplined growth management process and establish a continual improvement culture within the organization.

### Training Description:

This series of trainings is designed to provide the management team with the knowledge and skills necessary to build and implement an actionable and comprehensive innovation driven business growth program based on the principles of Smart Manufacturing. This program is focused on the advanced skills, and importantly the



procedures and discipline to operationalize this framework to maximize business results and to develop a robust innovation pipeline based on customer's latent business needs. Most importantly this series of trainings will help the management team to have a clear view of their opportunities to create superior enterprise value in the business.

Participants will be trained on best practices in establishing, implementing, and maintaining an Integrated Growth Framework, which will provide financial, economic, and reputable benefits to the organization. The principal focus will be on sustained success in satisfying the needs and expectations of the organization's stakeholders over the multi-year planning horizon.

### **Training Objective:**

This Phase 4 Training will build on previous planning work of the company and will focus on the tools, techniques, and basis on operationalizing the Sources of Revenue analysis. The principal tool that will be introduced, taught, and applied with the Investible Growth Initiative (IGI) framework which is the basis of an actionable portfolio of business growth actions over the 5 Sources of Revenue.

### **Skill Attainment:**

- Participants will learn to:
  - Identify all requirements of the elements of an IGI
  - Identify common elements of between all the elements included in the IGI, to determine where and how they are addressed in the pertinent combined processes and procedures
  - Identify requirements unique to each standard included in the IGI, to determine where and how they are addressed
  - Understand how to differentiate between an Investible Growth Initiative and a simple Growth Concept so informed management decisions can be made

### **Training Agenda:**

#### Operationalizing the Integrated Growth Framework (IGF):

Participants will learn about the IGI, and its role in developing, and acting on, a comprehensive growth portfolio. It is to provide organizations, the tools they need to document and communicate their growth plans in a clear, standardized way across the company. It will put in place a new set of growth lexicons so everyone is clear on the actions and that will become not only the planning but also the operational tools to manage that growth.

Each IGI will be reviewed in detail, with focus on how it relates to the overall growth agenda for the company. Included in the IGI's:

1. Scope and Description
2. Key Elements of the Growth Initiative
3. Leadership and Resource Requirements



4. Context of the Organization
5. Yr 1 Preparatory Activities
6. 3 Year Financial Projections
7. Capital, Expense and Payback Analysis
8. First Year Implementation Objectives and Success Milestones
9. Risk Analysis
10. Years 2-5 high-level Objectives