

Aligning people and strategy

Delivering structure, accountability and personal development for leadership teams

Bespoke organisational design, development programmes, and action plans for the future play a critical role in structuring business's for success.

Is your business structured for success?

- *Is your leadership team structured to deliver strategic outcomes?*
- *Do you have the right blend of skills at the top?*
- *Is there clear objectives and accountability at leadership level?*
- *Will your leadership team have succession planning requirements in the near future?*
- *Could your leaders benefit from reinvigorated personal development action plans aligned to company strategy?*

How can RSM Ireland can help?

At RSM Ireland, we deliver bespoke organisational design and development programmes rooted in the deliver of company strategy. These bring a renewed sense of clarity and purpose to structures at either functional or organisational levels - whilst concurrently empowering leaders to develop insight into their leadership style and build focused action plans for the future.

Our programmes entail a combination of diagnostic, assessment and development tools and can be customised to meet the individual needs of your organisation.

Diagnostic workshops

Before embarking on programmes aimed at developing individual leaders, it is vital that an organisation has a clear sense of purpose, a defined strategy to achieve its purpose, and appropriate structures and management systems underpinning it all to deliver on its strategy. We help organisations to explore their strategic imperatives and desired outcomes through the facilitation of diagnostic workshops to enable leaders crystallise the future direction of the organisation. Areas of exploration may include:

- Defining and agreeing organisational values, culture and mission.
- Ascertaining expectations for the future of the organisation.



- Gathering points of view of what works well and what could be improved across agreed pillars.
- Identification of key skills required to deliver company strategy.
- Defining a governance and management system to ensure appropriate levels of accountability.
- Creating a fit for purpose leadership structure to be future ready.

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Leadership Directions – Personal Development Programmes

Leaders ('Participants') will embark on a journey of self-exploration as part of the Personal Development Programme process. Psychometric profiling, coaching and the formulation of individual personal development action plans will form the basis of the programme. Leaders may also benefit from attending strategic training courses as a group.

Psychometric Assessment

Leaders ('Participants') will be invited to complete a psychometric assessment in advance which will assess individual motivators and drivers.

Coaching Sessions

At the first coaching meeting, the RSM Coach will provide feedback on the Participant's psychometric profile to allow them gain personal insight and enhance self-awareness. Objectives, career aspirations and development opportunities will also be explored during subsequent sessions.

Personal Development Action Plans

The key output from the Personal Development Programme will be production of a Personal Development Action Plan for each participant encompassing individual objectives, career goals and skill levels with a focus on both experiential and formal development opportunities – aligned to organisational strategy.

A debrief session with agreed members from Senior Leadership Team will be held to present the composite team psychometric profiles and composite Personal Development Action Plans for all Participants.

Strategic Training Courses

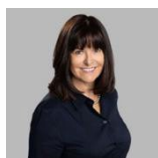
In conjunction with individual leaders undergoing personal development programmes, group training programmes can serve as an effective tool for enhancing soft skills and for harnessing increased levels of collaboration amongst the leadership group. Examples of strategic training courses aimed at leadership level include Personal Effectiveness, Advanced Leadership Skills, Advanced Negotiation Skills and Advanced Presentation Skills.

For more information, please contact:

Catherine Corcoran Gearty
Head of Consulting

T: +353 (0) 1496 5388

E: ccgearty@rsmireland.ie



Graham Murphy
Consulting Director

T: +353 (0) 1496 5388

E: graham.murphy@rsmireland.ie



rsmireland.ie

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