

Are you the leader of a company, subsidiary, or division?

Is it your job to grow revenue and profit, improve customer satisfaction, and build a capable and motivated work force?

If so, you know it's not easy. There are so many moving parts in a business that it's hard to get your arms around them all.

Business books and leadership training help, but new approaches to individual aspects of management are often difficult to integrate into your existing system in a way that delivers sustained results.

Real progress requires a comprehensive approach. You can't cherry-pick improvements. Instead, you need a complete **strategy execution process** that guides every decision and every person across the organization.

Companies with a sustainable advantage have institutionalized the 5 Elements of Successful Strategy Execution

Vivid Long-Term Goals

Years from now, how does your company look financially? How many employees do you have and what are their guiding principles? Who are your best clients/customers and what great products/services do you provide to them? We help you answer these questions to paint an exciting picture that motivates your entire company.

Clearly Defined Strategy

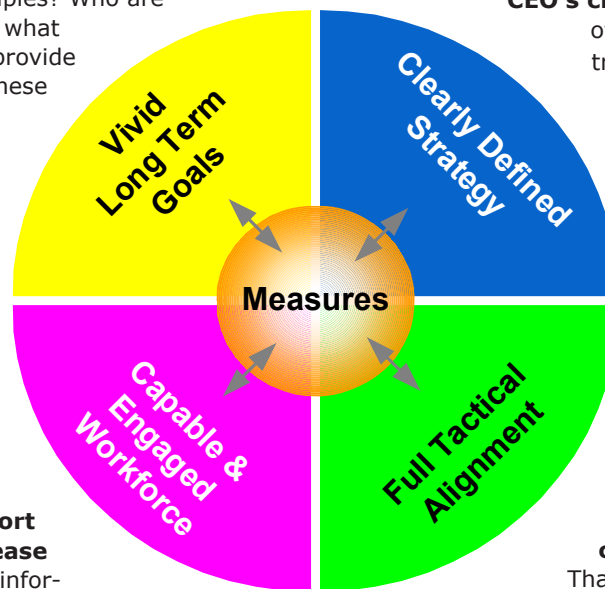
Even an average strategy fully implemented is better than a great strategy that sits on the CEO's credenza. We guide your development of a winning strategy and then help you translate it into a **Balanced Scorecard** so it is clearly communicated and systematically executed across the whole organization.

Capable and Engaged Workforce

How many of your employees are receiving ongoing developmental support to grow their skills and increase their capabilities? How much information do you share with them and how often do you ask them their opinions? How many of them truly enjoy coming to work every day? We help you put the processes and tools in place to build a high performing and fully engaged workforce.

Full Tactical Alignment

Successful strategy execution requires alignment of daily tactical activity across the organization to the company's primary strategic goals. That's the only way to make sure that the company's time and money are being spent on what's most productive over the long term. We help you work through the alignment process so that your operating plans, budgets, personal goals, and special projects tie directly to the strategy.



Measures

Get the facts before the facts get you. It's impossible to manage a business effectively if you don't have accurate information at your disposal. We help you build a practical performance measurement and reporting system that tells you what's working, where problems are originating, and where you can do more of the same to accelerate positive results.

Related Services

Strategy Retreats & Tune Ups

Our typical strategy development project takes place in several sessions over a period of a few weeks, but there are times when a more concentrated approach is appropriate or necessary. Retreats get people away from daily distractions to focus on strategy and strategy tune ups in a shorter period of time. They can also be morale boosters for teams who need time away together to get to know each other a little more informally.

Coaching/Training

It helps to have a capable coach guide you to higher levels of achievement. A coach provides feedback, drives self-awareness, and provides new approaches to stretch and build an individual's performance. Our team of certified coaches is available to help you and your team whatever the need. We also provide training in core performance skills, such as leading effective meetings, project management, and time management.

Team Building

Good teams trust and support each other, communicate effectively, and accept responsibility for achieving measurable results. Although this is difficult to achieve, it can be done. To help you get there, we assess team dynamics and effectiveness, and work to turn any dysfunctions into strengths using a variety of proven development tools, methodologies, and workshops. We also can help you put together basic performance review systems with 360 evaluations and competency development plans.

Process Improvement

Aligning internal processes to support the strategy is a critical first step. Once that's done, the next step is to improve a company's processes so that they are consistent and effective with the least amount of waste and unproductive variability. We help you map and analyze your key processes by applying Six Sigma methodologies. Then we help you document them in a way that makes them easy to understand and follow.

Business Assessments

Companies save time and money in the long run when they establish an objective performance baseline on which they build a systematic improvement plan -- one that addresses the areas of greatest opportunity in the proper sequence. A realistic business assessment creates a degree of perspective that is often lost in the heat of daily battle. We recommend that our clients undertake a strategic, tactical, and human capital assessment every few years so that progress can be measured and plans can be upgraded to address changing circumstances and new opportunities.

Problem Solving

Sometimes our clients encounter special situations (problems as well as opportunities) that they are not comfortable addressing alone. In these situations we apply our expertise and problem solving methodologies. And if we don't have the know-how ourselves we recommend others who augment our capabilities with their specialized expertise (e.g., IT).

What SUMMIT clients have to say

"SUMMIT Performance was a key resource in helping us grow our company to the next level. Their results-oriented, open style of consulting helped our team clarify and embrace our mission and goals. I highly recommend SUMMIT to companies who value strategy execution, but don't need a full-time professional strategy department."

- Donna Preiss, CEO, The Preiss Company

"SUMMIT led a breakthrough strategy development process that revealed what we needed to do to reach the next level of growth and profitability. We then mapped our new strategy to a Balanced Scorecard that measures progress and keeps the entire company focused on what really matters."

- Mats Bruin, President, Starpoint Global

"The work that SUMMIT has done with us has had a very positive impact on our culture. Our 100 employees work more effectively as a team, which has improved morale and overall results. The organizational assessment that SUMMIT conducted was an important element of the overall program. We're delighted with the whole process."

- John Crumpler, Chairman, SouthLight

"SUMMIT did an excellent job helping us map out the critical elements of our strategy using the Balanced Scorecard methodology. In addition, SUMMIT helped us align our tactical plan with our mission and strategy so that we can focus on and measure what's most important along the way. I recommend this approach to everyone."

- Jane Cox, President/CEO, The Food Bank of Central & Eastern NC

"SUMMIT Performance Systems helped us update our strategy and design a Balanced Scorecard framework that keeps us focused on strategic priorities. We use it to measure what's working and what needs adjustment; our team is more engaged, and our Board is better informed. I recommend it highly."

- Monica Doss, President, Center for Entrepreneurial Development