

# Making Strategy Happen

## Programme Overview

### Summary

This course has been specifically designed for front line and first line leaders who need to communicate and implement strategy on a day to day basis. The course brings to life the importance of setting clear team direction and purpose that is aligned to Network Rail's Vision and Values – and provides practical tools and techniques of how managers and influencers of people can deliver this.

The programme reflects a great balance of “back to basics” training and “stretch & challenge”, meeting the needs of Network Rail's diverse corporate and operational management population.

### Style and Approach

Modules are highly interactive and experiential and provide engaging and stretching learning and application opportunities in a safe environment.

### Programme Structure

Two days

### Audience

Managers and leaders of teams

### Group size

16 Participants

# Programme Overview

## Preparing for the workshop

- Reflect on how you think Network Rail's strategic vision of 'Putting Passengers First' affects or changes day to day activity and decisions in your teams.
- Research what forms your existing local department or route strategy and direction. Examples include route priorities, department purpose statements, principles, or a service wheel.

## Programme Topics

- Explore and gain understanding of what strategy is and how it informs business plans and team objectives.
- Participants develop your ability to interpret and contextualise Network Rail strategy and vision for your departments or teams, honing the perspective needed to translate strategy themselves, and in turn engage the team.
- Attitudes to change - The activity establishes that the process for managing change is important, but not as important as managing the people experiencing it.
- The difference between change and transition, and the transition process. The session outcome is to help leaders and influencers know how to support individuals and teams through transition.
- Using a business wide strategic focus (i.e. Putting Passengers First) participants develop an engaging action plan that delivers the business strategy, completing their strategic implementation, breaking it down using Kotter's model.

## Outcomes

Having attended this course, you will be able to:

- Define and describe what 'strategy' is and how it informs business plans and team objectives
- Interpret and contextualise strategy and key business messages for their departments or teams
- Translate the strategy and engage the team to deliver tangible results
- Develop an engaging action plan that delivers the business strategy
- Support individuals and team through change
- Promote enabling attitudes towards change and deliver results
- Adapt leadership style to suit the situation

How to Apply:

You can self-nominate via Oracle.