ROLE OF LEADERSHIP IN STRATEGIC PLANNING

Erbil 2016
STRATEGIC PLANNING

Road to vision

Vision

Current status
STRATEGIC PLANNING

Where do we want to be?

Drafting strategic plan

where are we now?

Implementation of strategies

How to get there?

Monitoring, assessment, evaluation

How to maintain success?
STRATEGIC MANAGEMENT

Monitoring and Evaluation

Implementing Strategies

Drafting Strategies

Environment Analysis

Performance

Programs

Budgets

Procedures

polices

Vision

Strategies

Goals

Values

Internal environment

External Environment
QUESTIONS IN THE MIND OF A LEADER WHEN DEVELOPING A VISION

1. Where do we want to reach?
2. What should we do to reach there? Why? How?
3. What are the obstacles that need to be addressed?
ROLE OF LEADERSHIP IN THE DEVELOPMENT OF A STRATEGIC PLAN

• Get acquainted with citizen needs to conduct proper planning
• Planning team writes the strategic plan and submit it to the leadership that reviews and adopts the strategic plan
• Select the right strategy based on experience and data
• Develop measurement indicators to verify implementation of the plan
• Verify that the strategic plan achieves directorate’s goals and vision
ROLE OF LEADERSHIP IN THE DEVELOPMENT OF A STRATEGIC PLAN

• A leader does not plan by himself; rather, he contributes to planning by giving his approval on plan development stages, one by one (i.e. he oversees the planning process)
• After the plan is completed, he should adopt it and start taking procedures for the implementation process.
• Present the plan to stakeholders to get their feedback to update the plan.
ROLE OF LEADERSHIP IN THE DEVELOPMENT OF A STRATEGIC PLAN

- Provide support to the planning team; the process is in need to support from all directorate’s sections. He also facilitates contacts within the Directorate.
- Support collective work
- Delegate responsibilities
- Identify priorities.
ROLE OF LEADERSHIP IN THE DEVELOPMENT OF A STRATEGIC PLAN

• Raise awareness of staff about the plan and their role in its implementation
• Develop a mechanism to cooperate between directorate sections to work the plan out and avoid overlap
• Track the optimal use of available resources and avoid waste
• Follow up the sections in developing, reviewing and adopting plans and action plans
• Raise the morale of staff during implementation, especially when facing obstacles impeding achievement of required results
• Lead activities rather than implementing them.
ROLE OF EVALUATING LEADERSHIP IN FOLLOWING UP, ASSESSING AND THE STRATEGIC PLAN

• Develop a mechanism to follow up, assess, and evaluate the plan
• Develop measurement to evaluate performance and regular review mechanisms to identify and rectify deviations
• Planning team oversees implementation of the plan, measure performance and submit reports to the leadership
• Success of the plan relies on monitoring of its implementation.
DIFFERENCE BETWEEN A LEADER AND MANAGER

- The leader is a person who has reached a leading position through his creativity and good dealing and relations with others; on the other hand, a manager is a person who has reached his position through promotion. A leader leads people and goal toward future; the manager executes and manages decisions.
- A Leader leads a team; a manager executes decisions made by the leader.
- A leader innovates, develops and initiates; a manager executes, manages and imitates.
DIFFERENCE BETWEEN A LEADER AND MANAGER

• The leader is in charge of planning and execution aspects; a manager is responsible more for the execution aspect.
• The leader studies problems, identifies reasons and develops radical solutions so that problems will not recur; the manager deals with immediate solution and gets rid of them as soon as possible.
• The leader is concerned about long-term planning; the manager is concerned about short-term planning.
ADAGE

- All institutions are in need to a leader and manager; without a manager anarchy prevails, and without a leader the organization makes no progress
LEADER RESPONSIBILITIES AND CHARACTERISTICS

The leader:
• develops the Directorate’s vision
• Follows up implementation of goals based on the vision
• Seeks to conduct and enhance regular review
• Negotiates to secure resources
• Develops values.
LEADER RESPONSIBILITIES AND CHARACTERISTICS

• A leader plans over a long time, but oversees implementation of short-term plans
• A leader pursues and hunts opportunities
• A leader thinks outside of the box and aspires for the better
• A leader paves the way, reviews regulations, laws and procedures that stand in the way of work progress, and divide difficult tasks.
THANK YOU