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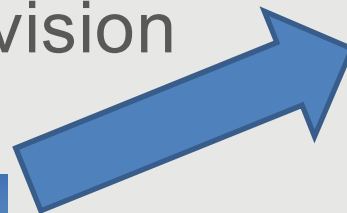


# ROLE OF LEADERSHIP IN STRATEGIC PLANNING

**Erbil 2016**

# STRATEGIC PLANNING

Road to vision

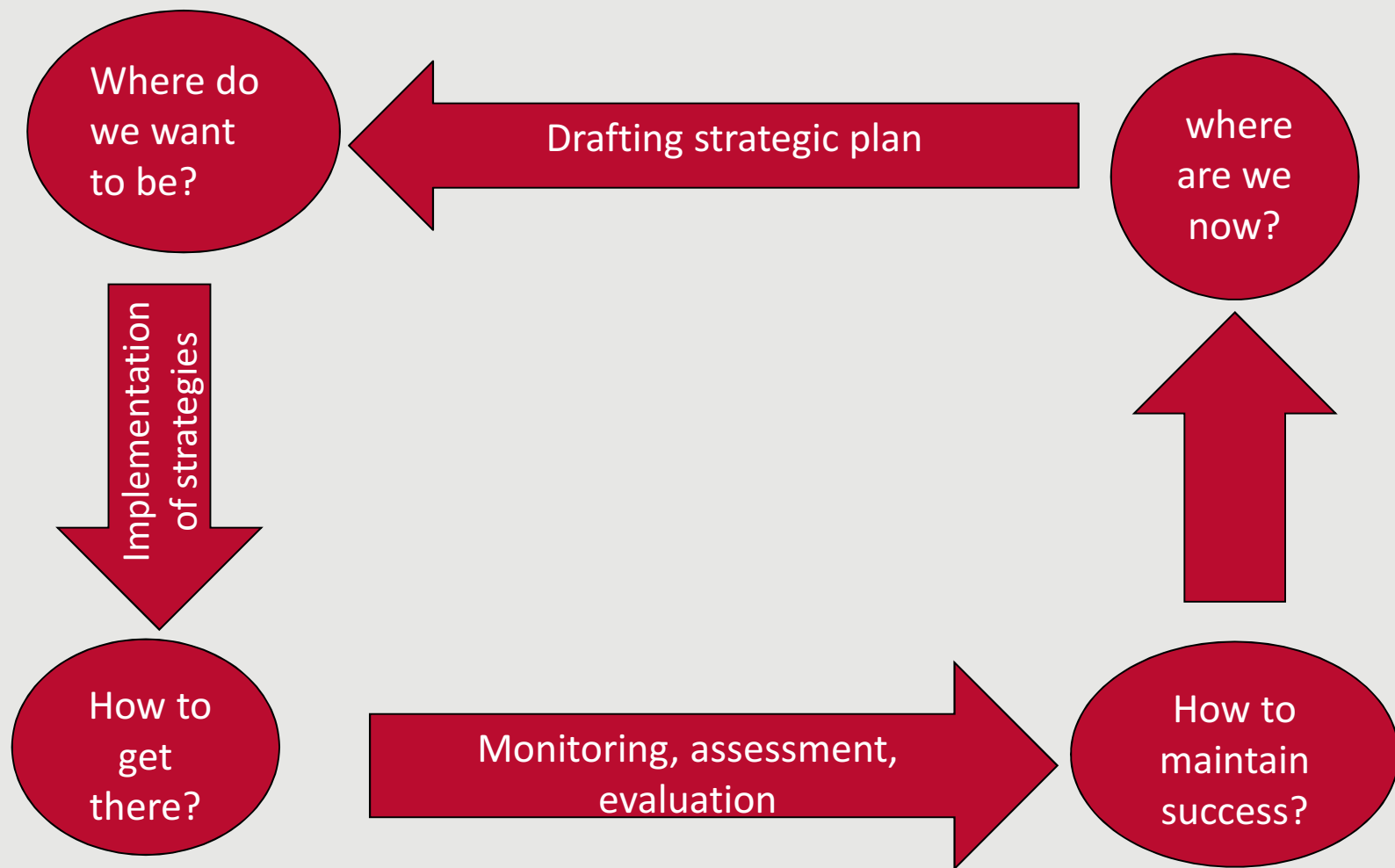


Vision



Current status

# STRATEGIC PLANNING



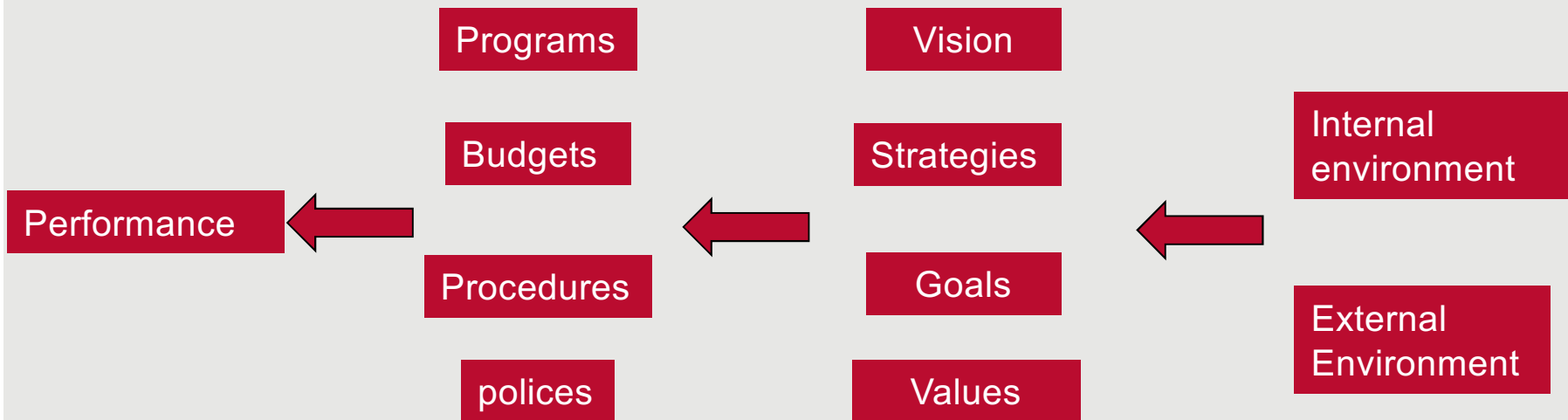
# STRATEGIC MANAGEMENT

Monitoring and  
Evaluation

Implementing  
Strategies

Drafting  
Strategies

Environment  
Analysis



## 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

