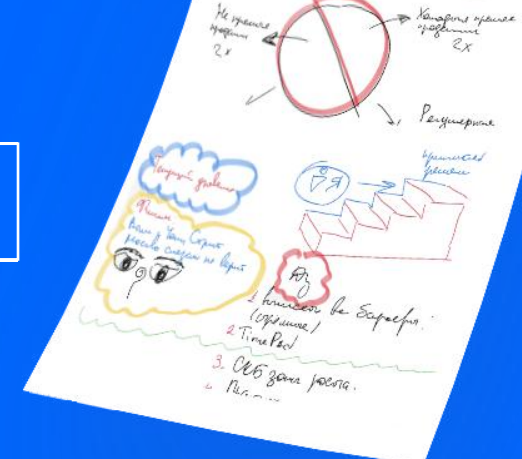




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VALUES MANAGEMENT

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STRATEGIC SESSION

TOP 7 tools used during strategic sessions that will help you to solve almost any task of your business

LEWIS CARROLL

«ALICE IN WONDERLAND»

- Would you tell me, please, which way I ought to go from here?
- That depends a good deal on where you want to get to.
- I don't much care where.
- Then it doesn't much matter which way you go.
- ...So long as I get somewhere.

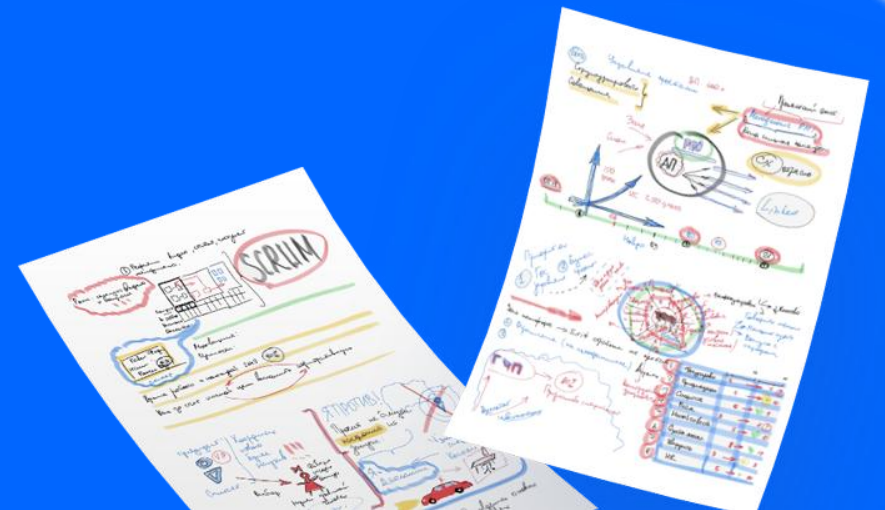
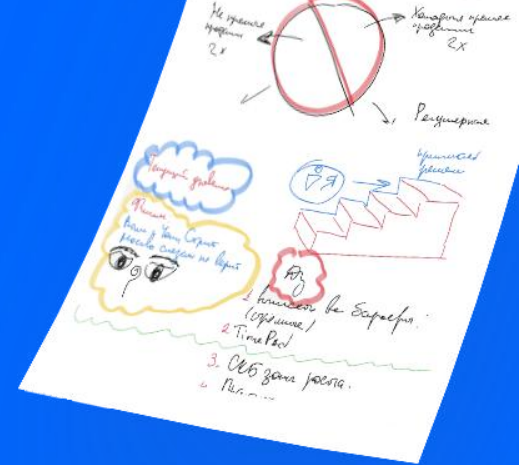
The goal of the strategic session is to determine the exact direction to come to the right place!!!

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ROADMAP OF THE STRATEGIC SESSIONS

Tool Nº1



SESSION ROADMAP



OBJECTIVE:

to create a logically and emotionally built scheme of carrying out strategic sessions



PROCESS:

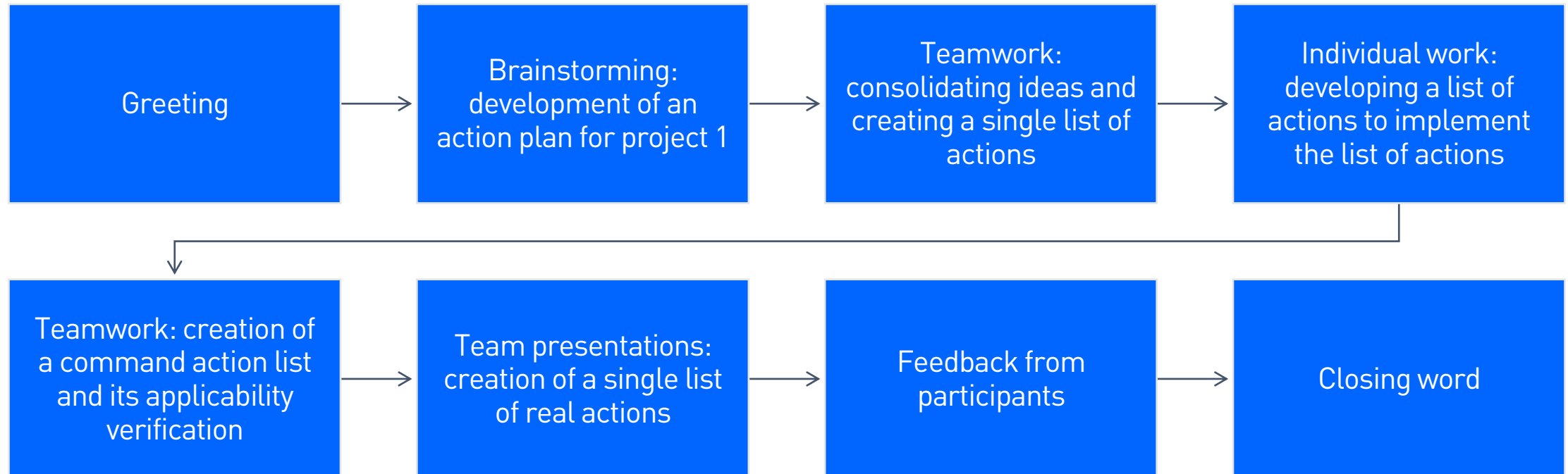
Layout of session blocks depending on the tasks to be solved, workload, interest and emotional state of participants.



RESULT:

logically and emotionally built scheme of carrying out strategic sessions

EXAMPLE





TECHNOLOGY - 7 STEPS

1. Create a goal
2. Discuss the duration
3. Tools to achieve the goal
4. Create design
5. Calculate duration
6. Create a scenario
7. Create a road map



EMOTIONAL WARM-UP

Tool №2



WARM-UP AT A STRATEGIC SESSION



OBJECTIVE:

to create a positive emotional mood, introduce the participants, overcome passivity, create an environment of trust



PROCESS:

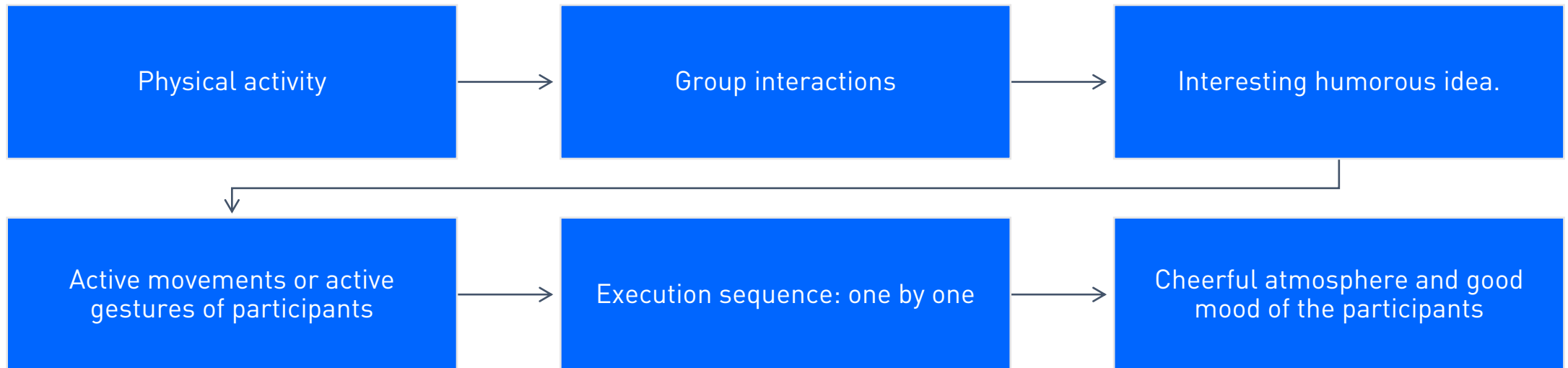
physical and mental exercises



RESULT:

a positive emotional mood and a positive emotional background are created

WARM-UP EXAMPLE



«Catch the ball.»

Objective: to get to know each other and to communicate faster.

Action: Form a circle, pass the ball to each other, calling the name of the person who gets the ball. .



«I got lucky in...»

Objective: to increase the level of optimism and mood

Action: Pair up, tell your partner about what you are lucky to have. Swap roles.

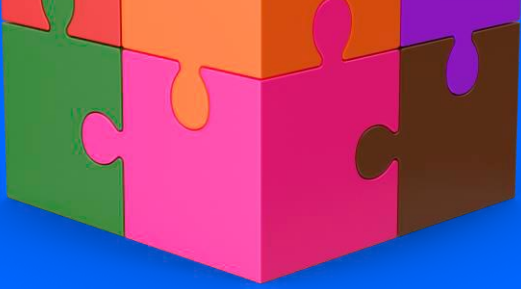
Ask participants to share their impressions!



TECHNOLOGY - 7 STEPS

1. From 3 to 5 different warm-up activities
2. Cheerful music
3. Explain the goals
4. Give instructions
5. Showcase
6. Start
7. Give Energy





OPEN QUESTIONS PART TO FORM THE POSITION OF PARTICIPANTS

Tool №3



OPEN QUESTIONS AT THE STRATEGIC SESSION



OBJECTIVE:

to include in the process the reflection on one's position



PROCESS:

through open questions



RESULT:

the participant has formed his position and he is ready to discuss it within the team

EXAMPLE

1. Do you have any clarity on the Project «X» task execution order?
2. Will the level of clarity achieved allow to work on employees engagement effectively?
3. If these tasks are completed, what will be the probability of achieving the goals of Project «X»?
4. What action plan should be undertaken to start the work?



TECHNOLOGY - 7 STEPS

1. Scenarios of the participants' train of thought
2. To develop questions
3. Decompose the goal into its components
4. Two questions to each part of the objective
5. .Sequence of questions
6. Check the answers
7. Create a slide



INDIVIDUAL REFLECTION OF THE SESSION PARTICIPANT

Tool №4



INDIVIDUAL REFLECTION OF PARTICIPANTS



OBJECTIVE:

to create a sense of ownership
in the group decision making
process



PROCESS:

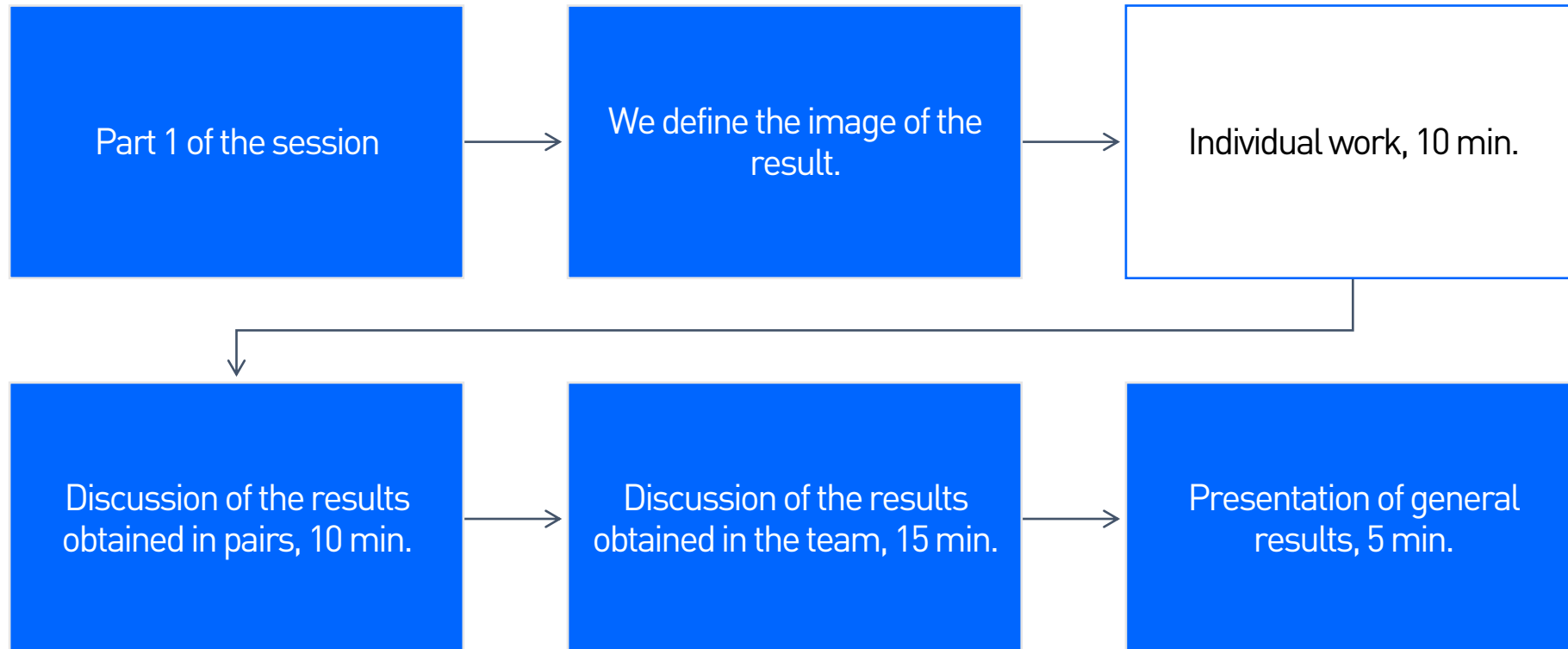
individual tasks for
comprehension the task in hand



RESULT:

Participant 's ownership
in group decisions is formed

EXAMPLE



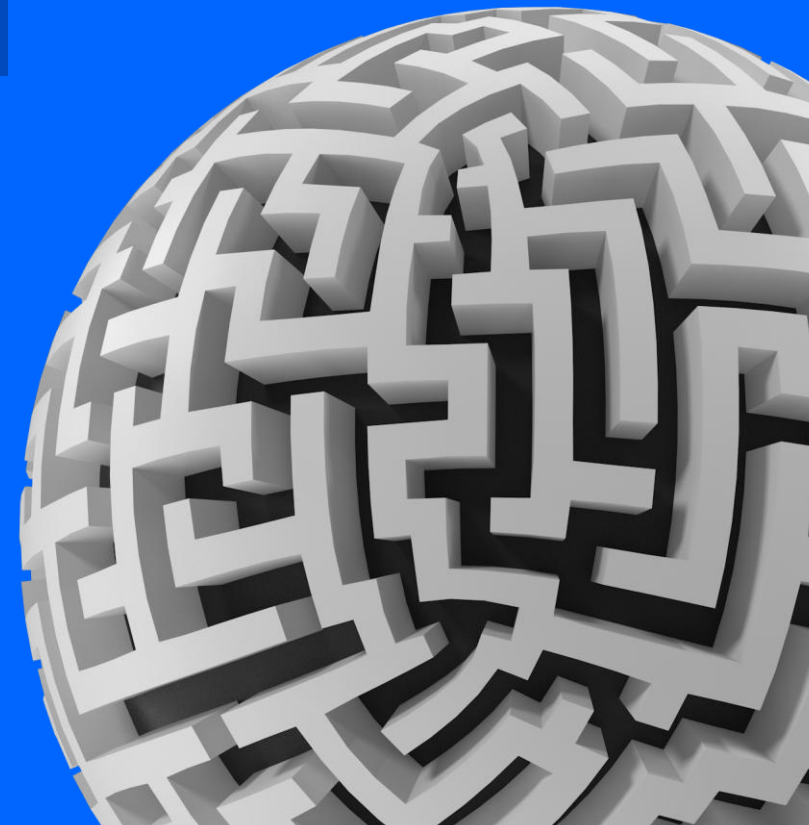
TECHNOLOGY - 7 STEPS

1. 20% of time for individual work
2. Before group work – individual
3. Open questions, each answer is a partial decision
4. Separate workbook fields Активные перемещения участников
5. Active movements of participants
6. Execution sequence
7. Cheerful atmosphere and good mood



ARRAY OF IDEAS THROUGH THE «BRAINSTORMING»

Tool №5



BRAINSTORMING



OBJECTIVE:

to pick up as many ideas as possible in the process of their collective generation



PROCESS:

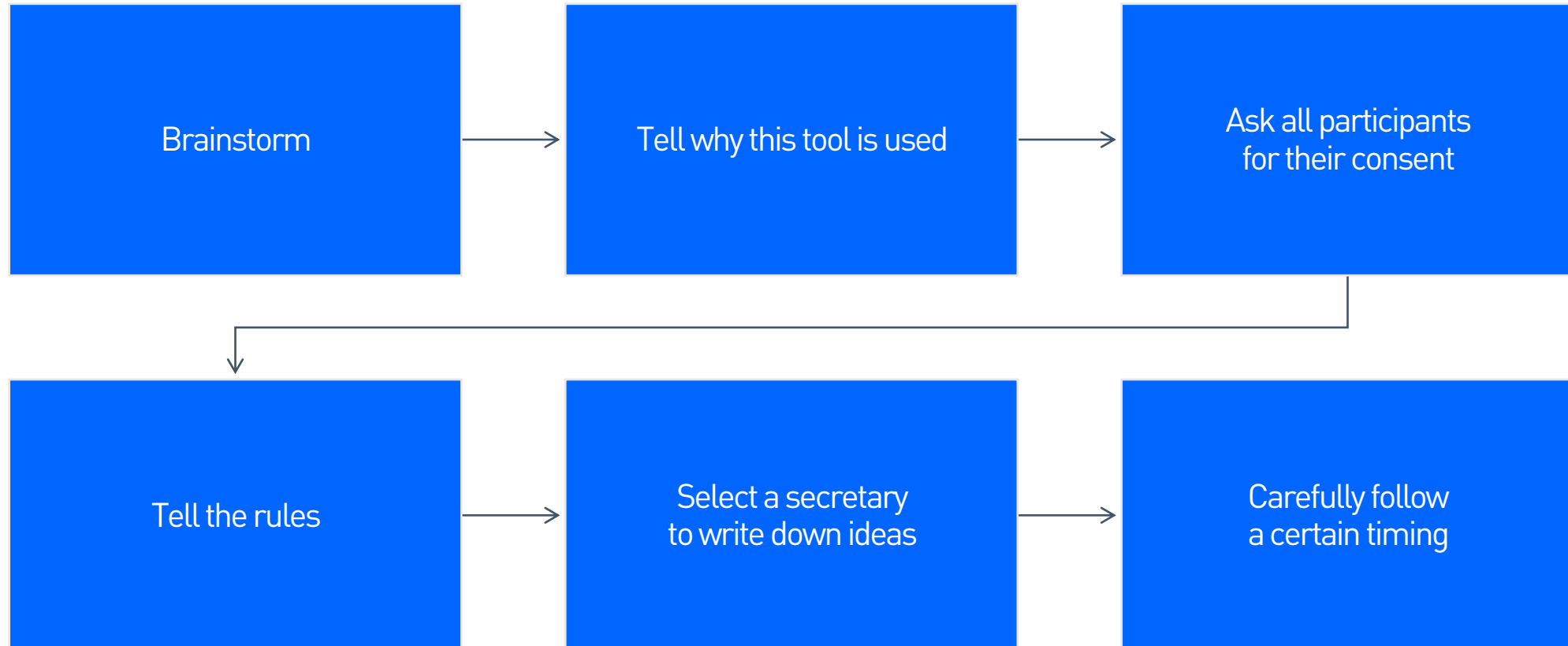
complete prohibition of criticism and encouragement of avoiding the traditional solutions



RESULT:

an array of ideas to solve the problem is generated

ROADMAP - BRAINSTORMING



TECHNOLOGY - 7 STEPS

1. Once per session
2. Rules
3. Group dynamics
4. You are the moderator: start, process and finish
5. Questions on the topic, hints and jokes
6. Approving remarks
7. Catching ideas



BUSINESS GAMES

Tool №6



BRAINSTORMING



OBJECTIVE:

playing a real situation to achieve the planned result



PROCESS:

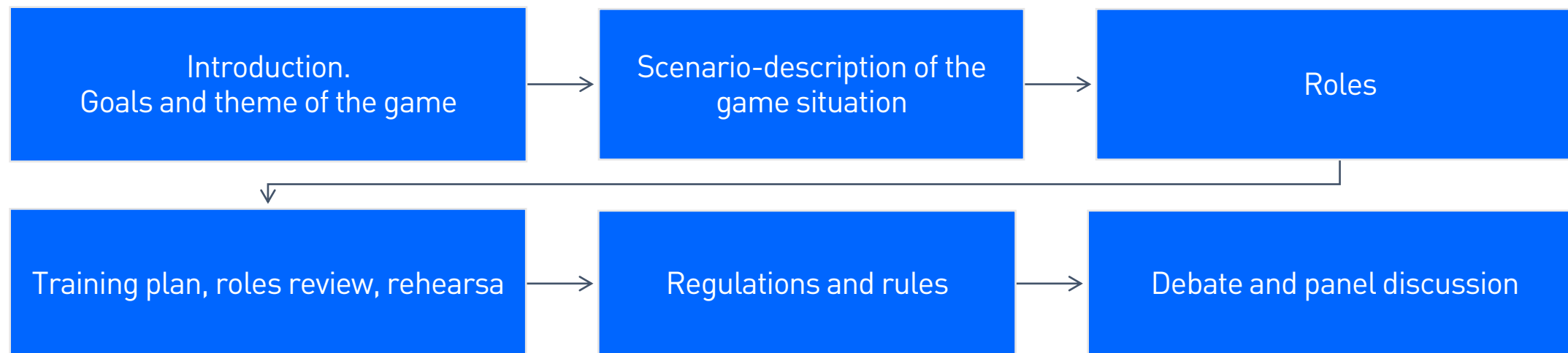
situation or process definition, distribution of roles, context definition, rule-setting, catching the result



RESULT:

the actual situation or process and the required patterns of behavior of the participants have been worked out

EXAMPLE



Business game «Effective meeting»

- **Roles:** employees (from 3 to 7 people), CEO, Deputy sales Director, Secretary
- **Scenario:** Scenario: Each meeting is a lengthy discussion that always goes beyond the allotted time limit. Out of 5 questions, only 2 can be considered. There are a lot of conversations on topics that are not directly related to the main topic. A large number of participants. Incomprehensible



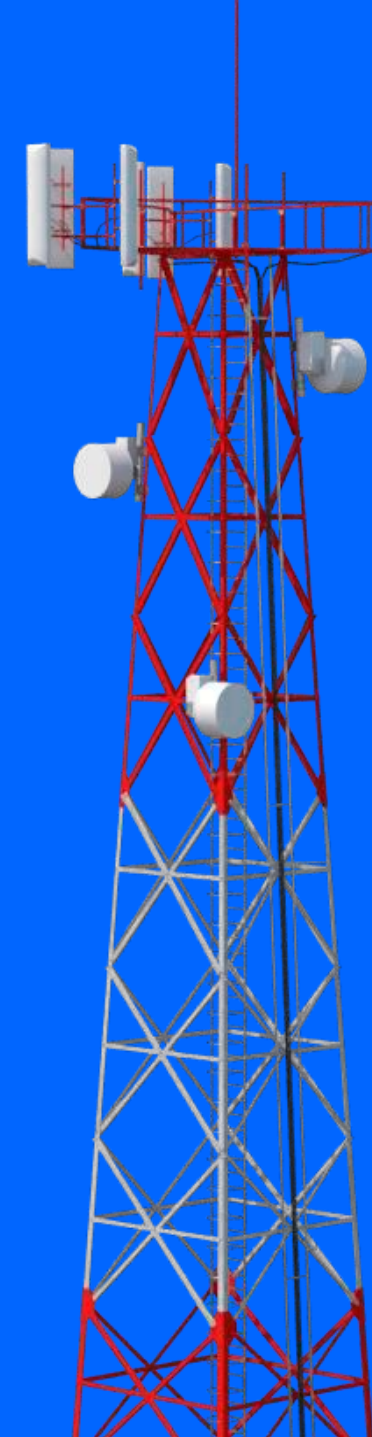
TECHNOLOGY - 7 STEPS

1. Define an acute situation or process
2. Write a script
3. Assign the roles
4. Create a defining context
5. Rules of conduct for participants
6. Video recording
7. Positive atmosphere



FACILITATION OF THE «FEEDBACK» OF EACH PARTICIPANT OF THE STRATEGIC SESSION

Tool №7



FACILITATION OF THE «FEEDBACK»



OBJECTIVE:

to receive focused feedback
in order to experience and
form an individual
conclusion



PROCESS:

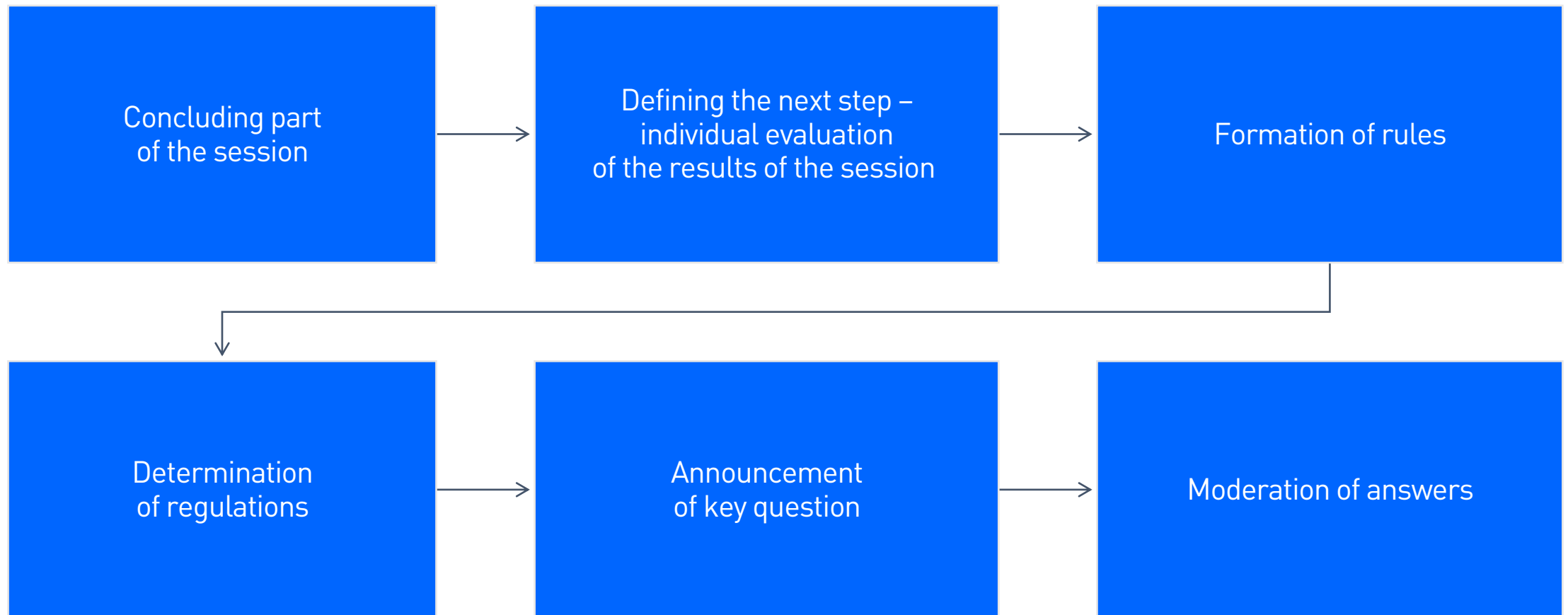
individual interviews
with session participants



RESULT:

each participant was heard, his position
was voiced, he expressed an emotional
attitude and formalized the outcome of
the session for himself

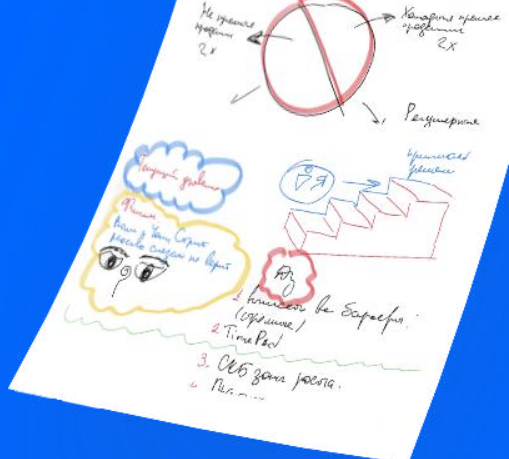

EXAMPLE



TECHNOLOGY - 7 STEPS

1. Individual evaluation of the session results (in agreement with the customer)
2. Give individual feedback, approximately 1-2 minutes for each participant
3. Rules for this stage: one participant speaks, in his answer to the question – keeps the focus on the question, speaks openly
4. Time Limit – 1 minute to respond
5. Get participants' answers to the main question: "What did I learn during the session?"
6. Moderation of responses, contact with each participant
7. Final thanks, say the most frequently heard reviews





BONUS TOOL! THOUGHTFUL AND CONVENIENT PARTICIPANT'S WORKBOOK

To improve the effectiveness of any strategic session



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