

Facilitation Pack: Right Here, Right Now



Anne McCarthy Associates

Thank you for downloading our Facilitation Pack on assessing the current state. Last week we worked through a series of questions to help you think through where you are heading. Before you can move there, you need to assess where you are now, in terms of the capability in the organisation that you need to fulfil your strategy. This week's Facilitation Pack is designed to help you think this through.

1

In no more than 3 paragraphs describe the capability you need to achieve your strategy.

2

Begin to be specific about the priority areas that will pull the levers of success. Don't make this too complicated. Better to do less but do it really well than to go big and fail. For example; we need to invest in automation of repeatable transactions that are currently performed by people to free them up to do bigger thinking work.

3

Evaluate current capability against your priority areas (here is an example list to get you started).

Where we need to be now and for the future (describe what capability you need against these headings).

On a scale of 1 to 10 how would you rate your capability?

What key actions can you take to bridge any gap?

What resources do you need to bridge the gap (time, money)?

	Where we need to be now and for the future (describe what capability you need against these headings).	On a scale of 1 to 10 how would you rate your capability?	What key actions can you take to bridge any gap?	What resources do you need to bridge the gap (time, money)?
Leadership				
Critical Thinking				
Decision Making				
Project Management Skills				
Digital Capability People				
Digital Capability IT Infrastructure				
Capability in The Supply Chain				
Resilience of The Supply Chain				
Productivity				

4

Now give each of the elements two scores out of ten. First for the impact on moving your strategy forward and second the ease of execution.

**CAPABILITY
NEEDED**

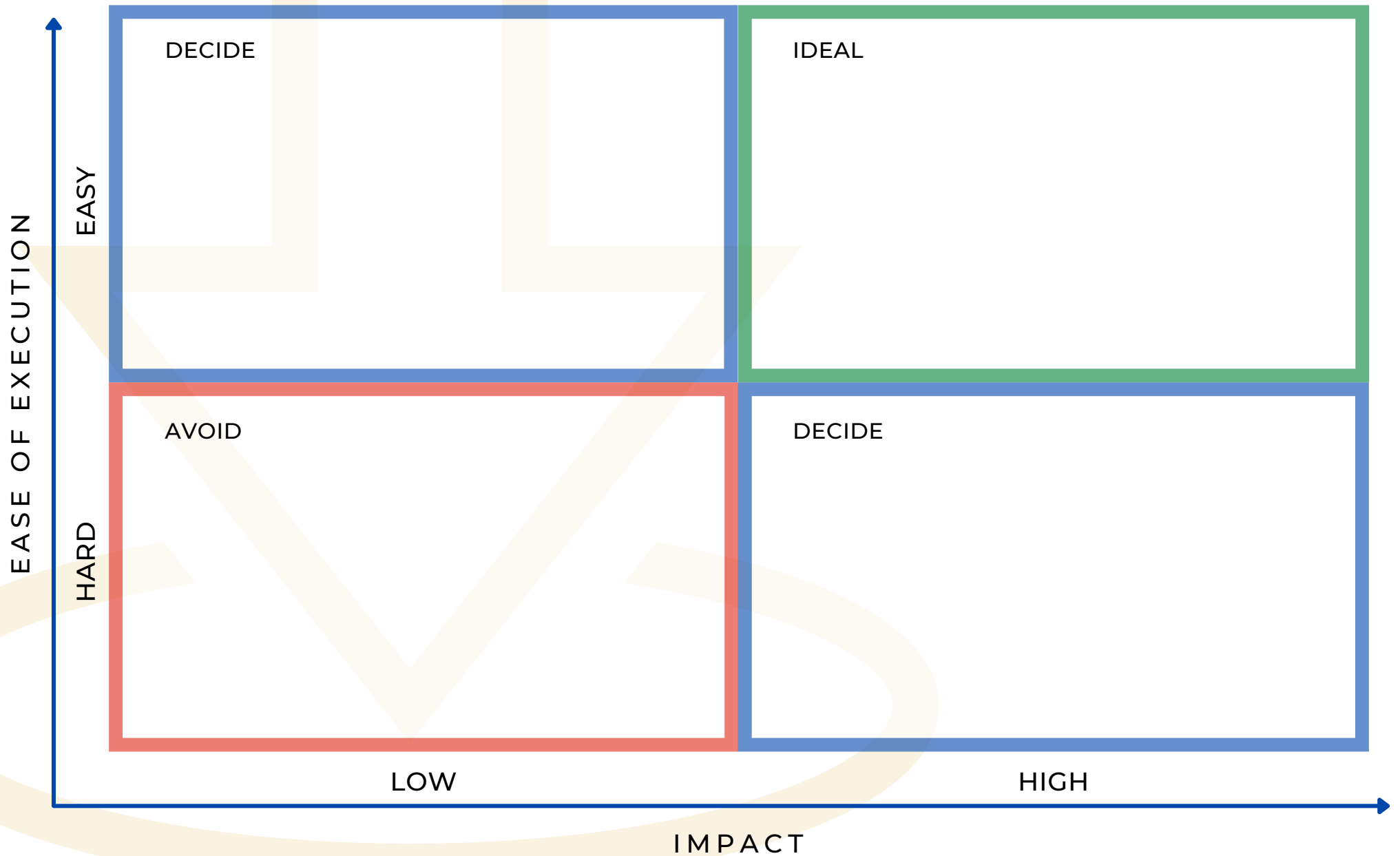
On a scale of 1 to 10 what impact will investing in this capability have on your strategy?

On a scale of 1 to 10 how easy will it be to obtain this capability?

Leadership		
Critical Thinking		
Decision Making		
Project Management Skills		
Digital Capability People		
Digital Capability IT Infrastructure		
Capability in The Supply Chain		
Resilience of The Supply Chain		
Productivity		

5

Now plot your results onto an impact matrix.



6

Now reflect on your priority areas for attention. Do you have consensus as a team? How likely are you to take action? What is your first step? Who do you need on side? What might get in the way?

You can complete this exercise alone, but it is best done by involving others. If you are interested in a facilitated session on this workshop email anne@annemccarthyassociates.co.uk or call on 07801 091538.