2019 Workshop
Unlocking the ROI of Executive Education
July 17-18, 2019
Problem Summary:

Team Name: Atlantic County AKA “Rutgers Delta Rangers”

Problem Statement: There’s no or little cross-functional collaboration among the hi-po’s and between the hi-po’s and their peers. This results in the lack of revenue growth, innovation and talent retention.
Output: Metrics

Client Focused Solution

• Long-term internal company program championed by top management to create cohesion and capabilities among hi-po’s
• Create a tours of duty program to allow for hi-po’s to gather intelligence and capabilities to make business contributions
• Transform Rewards Program to reflect future-proofing KPIs and desired attributes for cultural change

Unlocking ROI – Metrics

• Sales + Growth numbers
• New products
• New processes or process improvement
• High Po Retention
• Employee satisfaction
• Customer satisfaction - # of complaints
• Perception of collaboration – psychological safety
• Control vs. variable comparison
• # of “failures” and lessons learned

Implementation Plan

• Design-thinking workshops, peer-to-peer collaboration platform to discover and store breakthrough ideas
• Communication/reporting cadence between hi-po’s and top management
• Design pilot program
• Designate program lead
• See Page 2
Implementation Part 2

• Launch meeting w/ 100 hi-po’s – with senior leadership and CEO
• Divide into 4 cohorts
• Modules – blended learning, year-long blended journey:
  – Leadership – leadership styles, communication, diversity,
  – Innovation – platform
• Cohort Composition – diverse, business unit
• Identify real threat, real business challenge, projects and opportunities
Process: Identify Opportunity

Identify Opportunity
- Bullet #1
- Bullet #2
- Etc.

Timeframe
- Bullet #1
- Bullet #2
- Etc.

Where

What

Metric-Based Solution
- Bullet #1
- Bullet #2
- Etc.

Customer vs. Supplier
- Bullet #1
- Bullet #2
- Etc.

Who

When

Implementation Plan
- Bullet #1
- Bullet #2
- Etc.

How

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