

Strategic Performance Review

Are the results of your strategy and the performance reviews being used to improve your organisation? Are your reviews more subjective than objective?

An independent objective review will determine and measure your “strategic propulsion” helping you continue to improve the robustness of your implementation through more diligent management reviews and incentivisation.

A typical review involves informing the board on the robustness of executing on the organisation’s mandate and the extent to which the strategic objectives and performance targets have been achieved during reviews of the strategy implementation process.

After developing an organisation’s corporate or functional strategy, assistance in undertaking an objective performance review against the strategic plan is objectively conducted. Typically, reviews take place at mid-year, or prior to the strategic planning workshops for the forthcoming year.

Reviews are conducted by considering the board’s requirements and board priorities; higher-level strategic plans and regulations imposed by legislation or securities exchanges of listed entities. A strategic review will carefully consider the organisation’s alignment with specific goals that may need to impact higher level strategies and most importantly each strategic objective target that was agreed to be achieved. Equally important is how other elements of the strategic plan, such as the strategic initiatives, have been executed on.

StratNovation’s guidance and in-depth understanding of strategy implementation is a key part of our approach to diligently assess the extent of performance achieved in the execution of the strategy to date. We utilise our proprietary performance-scoring framework, as illustrated below.

STRATEGIC PERFORMANCE ASSESSMENT FRAMEWORK

Component	Requirement
Target Realisation	The extent to which agreed targets are realised
Performance tracking Indicator Utilisation	How the performance indicators are utilised in decision-making
Strategic Initiatives / Strategic Projects Achievement	The extent to which strategic initiatives / projects are achieved

Assessment scores are allocated to determine the extent to which the strategic plan is being executed on. This process enables management to determine where the gaps in performance are and how specifically to address them before the end of the financial year. These performance ratings, compared to previous years, can be tracked on a year-to-year basis to enable continuous improvement to be effectively managed.

An executive performance incentive system can be easily structured around the performance components that are assessed. This process will ‘couple’ strategic organisational performance to human resources performance. It is often this linkage that most organisations neglect to their peril.


The output of the assessment is a comprehensive, but practically implementable Strategic Performance Review Report with strategic recommendations.

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