

# Leadership Prioritization Case Study

**A Department Leader was looking to do more with less resources while leading her team to achieve departmental goals. Read on to see how a Prioritization Workshop designed and facilitated by Monda Consulting helped her to align her team and optimize departmental processes.**



# Leadership Prioritization Project



## Business Issues

- Leadership team has limited resources and multiple priorities
- Disagreement among managers as to how to best implement their strategy throughout the organization
- Projects are started but not completed
- Top level strategies fail to impact daily work

## Goals

- Align leadership team on top priorities
- Create prioritized project list to implement priorities
- Implement projects to completion
- Ensure project result impact daily work

## Implementation

- Department Leader and Leadership team communicated strategy execution plan to department, making clear everyone's role in the department's goals
- Leadership team created project teams to carry out prioritized projects
- Monthly Status meetings between Department Leader and Leadership Team to track projects and make adjustments in priorities as required

## Approach

- Partner with Department Leader to hold workshop
- Gain Department Leadership team participation
- 4-hour Workshop for Department prioritization
  - Brainstorm and prioritize actions within each leader's area
  - Create action plan for strategy execution through project work
  - Senior leader commitment to action plan
  - Leaders take ownership of action plan projects within and across department

## Results

- Leadership team is aligned on own and departmental priorities
- Leadership team able to make real time adjustments in priorities as needed
- Projects completed and results leveraged
- Increased Leadership team cooperation
- Improved communication between the Leadership team and Departmental workers
- Quarter goals met and exceeded