



# Facilitated Workshops for Organization Effectiveness

Align your leadership team around shared goals and actions.

## Overview

Top-performing leadership teams share a purpose, understand their challenges, and coordinate actions to achieve collective goals. We assist federal leadership teams and their stakeholders in developing agile plans to navigate uncertain times. Led by OPM experts in organizational effectiveness and mission results, these sessions offer a structured process for leaders to define a clear and compelling path to efficiently accomplish critical work during times of shifting requirements and limited resources.

## Format

Through two days (14 hours) of guided, interactive discussions, participants will develop a shared strategic framework and actionable plans for achieving that vision. During the session, participants define the desired future state, identify key boundaries and constraints, pinpoint specific operational areas for change, and create actions to drive results.

## Session Benefits

Our sessions are designed with agendas and exercises to foster engagement and achievement of desired objectives. The session concludes with a discussion of outputs, key take aways, and plans for next steps.

OPM can also serve as a resource for ongoing change efforts after the session. For up to six months after the session, we can engage your working group in monthly strategic reviews to monitor progress of action plans and identify potential shifts required to reach your desired end goals.

## Sample Activities and Outcomes

### Design Session

- Vision for future state operations
- Criteria and characteristics of future operations
- Boundaries and constraints to consider when making changes
- Gaps in current state from desired future state (including capacity and capability gaps)
- Operational areas to focus on sustaining or improving
- Ways to measure Key Performance Indicators (KPIs)
- Post-session work groups and champions for action items

### Conclusion Session

- Articulated next steps and communications needs
- Feasibility review of action items
- Action plan for ongoing accountability of working groups

Total cost, excluding travel: \$28,750 - \$40,250