

Large Organisation Network Group (LONG)

Aegon UK Plc, Aegon House, Lochside Crescent, Edinburgh Park, Edinburgh, EH12 9SE



Host:



30 March 2010: Business Planning

AGENDA

09:15 – 09:45 *Refreshments & Registration*

09:45 – 10:30 Introduction

Peter Russian, Chief Executive

- Investors in People Scotland

Morris Brunet, Director of Strategy Development & Delivery - Aegon UK Plc

An introduction to Aegon UK Plc and a look at the position, vision, and values to inform the current strategy at Aegon, and how this sits with their parent organisation in the Netherlands. There will also be a further examination at how Aegon involve their people in successful delivery.

10:30 – 13:00 Knowledge Share Sessions

The aim of this session is to examine the links between strategy, planning, and implementation from a people perspective.

Session 1 – Linking Planning and Implementation with the IIP Framework

This is a short session to explore how the Investors in People Framework can be used to link your business and people strategies. We will also look at simple strategy mapping techniques.

Session 2 – Building your Organisation

At this session, we will look at how you build core capability within your organisation, and an exploration of core purpose and values to “define what you are and what you stand for”.

11:30 – 11:45
(Refreshment
Break)

This will then be linked to the organisational type together with an exploration of the concept of strategic capability to build core capability within your organisation. This session is a mixture of sharing as well as signposting current thinking.

Session 3 – Where your Organisation is Going in the Future

This session looks at vision and related strategic themes to take your organisation forward. The aim is to challenge traditional thinking with regards to strategy implementation.

We will also explore a range of options from deliberate planning through emergent and trial and error strategies aligned to organisational type. There will be a discussion and a case study.

13:00 – 13:45 *Lunch*

13:45 – 15:15 Session 4 – Practical Implementation

This is a short exercise to focus on simple but very effective strategy implementation techniques. These are based around tested collaborative working techniques incorporating straightforward project management disciplines.

It is a fun exercise which explores approaches that can add value to your organisation through effective implementation and simple upward reporting protocols leading to effective strategic resource and priority management. The approach also takes lessons from value management techniques to ensure your resource is effectively managed.

Session 5 – Conclusions and Looking Forward

Finally, you will share your conclusions and start the process of action planning from the lessons learned. We would also like your views on the new format of the session to enable continuous improvement. We will finish with a look forward to the next session on Leadership and Management.