



MITCHELL PHOENIX

Securing the Future

Developing core business strengths

## Securing the Future

Through this programme managers concentrate on their personal effectiveness in a way that ensures greater business efficiency. It will help generate sharper focus, heightened energy and a strong sense of purpose. Managers leave the programme with a strategic framework that informs their day-to-day actions and influence.

### Strategy to action

*Securing the Future* develops managers' abilities to respond effectively to meet the demands of the future business environment. The long-term goals of the organization are linked to day-to-day activity in a way that makes planning and decision-making a predictable and enhancing process. Each manager's inseparable relationship with decision-making, responsibility, creativity and time usage is explored in the context of organizational responsiveness.

### Decision-making

This programme focuses on the essential management activities of the *Implementation of Strategy and Tactical Decision-Making*. Since the decisions we make largely define our future (both long- and short-term), this essential and crucial skill lies at the heart of all business success and failure. As managers, our daily lives are a continuum of constant decision-making – the better these decisions are, the better the business future will be.

### Time-usage and organization

As managers, we understand how critical it is to devote time to the important and essential tasks that we carry out. But how can we defend our time against the intrusions, interruptions and wastage caused by inefficient practices, processes and the poor behavior of others? Effective people know that time-usage is an attitude not a system. To gain strength and skill in applying correct principles to the use of your time requires future orientation, discipline and understanding. This programme will provide the necessary input to help managers make gains in all three of the essential components of effective time usage.

### A personal development programme for managers

Throughout this programme managers are invited to review the way in which they generate decisions and to apply new principles to the use of time within their areas of responsibility. Further work is carried out on the generation and application of creativity in the management process.

*Securing the Future* is for managers who wish to understand fully how strategy fits into the hierarchy of their decision-making, how the concepts of vision and mission can be used to guide decision-making, and how personal and business organization enables teams to take greater responsibility and be more effective.

Delegates are invited to review the way in which they generate decisions in their area and to apply new, more effective, principles. In addition they are challenged to develop new attitudes towards time usage and to apply this to the organization within their areas of responsibility.

### Why is it effective?

It generates measurable results both personally and corporately; results you evaluate as each seminar is completed. These results range from generating greater personal influence, to having more time, to significant bottom line contribution. You will be working on your issues, with your people using the course work as a guide. The value gained will be a direct result of your effort and application of the course themes to the issues you face at the time. You will have the rare opportunity to develop within your peer group in a way that is supportive, demanding and appropriate. The programme is managed in the same way as your business, with progress reports at each stage, within an environment that encourages strong performance.

### What can you expect from this programme?

- Better business results
- Greater understanding and influence over strategic issues
- Faster and stronger decision-taking skills
- How to build a more effective corporate structure
- How to grow the creative energy within the business
- How to create a demanding and future oriented working environment
- Enhanced organizational and time management skills
- Delegates will strengthen their ability to direct the business rapidly and with security
- Time usage will improve, issues will be settled more rapidly and the organization will become more responsive

Unique Structure - **A four day programme**, one day each month comprising:

Formal management development – four one-day seminars

Full peer-group reviews of results created between each day

An opportunity to meet and interact with executives from other businesses

### Who should apply? – Graduates of 'Governing Change'

All those who sit at the head of an organization, division or department and who face the challenge of growth and change; individuals who seek inspiration from ideas and have a bias for action.

Managers who wish to gain clarity on the potential they have and the potential they can release from their people and their organization.

## Securing the Future

### Seminar One – Improving the Quality of Strategic and Tactical Decision-Making

- Managing the gap between what we know and what we decide
- The purpose of management
- The dynamism of strategic thinking – making sense of the ‘language’
- The elusive concept of vision – ‘envisaging’ the future
- The different types of decisions made in business and personal life
- Passive, active, strategic, creative – the matrix of decision-thinking
- Practical application of decision-making theory

*Delegates take theory from the seminar and apply it to their business over the next month. Project themes are set out as a guide, delegates then choose the focus.*

### Seminar Two – Using Time: Maximizing the Resource

- Defining time usage in management. Understanding the true value of time – four principles
- Time budgeting and spending –
- Applying oneself to the ‘important’ – ensuring a good work/life balance
- The effective couple – Active Time Usage and Active Decision-Making
- Developing an active time-plan for the business: issues, events and goals
- Building a responsive and accountable organization
- Moving swiftly and decisively as a group – preparedness to create change

*Delegates are challenged to re-think their approaches, re-apply new ideas and create results directly from the theory from this seminar.*

### Seminar Three – Unlocking the Creative Potential of your Organization

- Structure, strategy and culture – exploring inter-dependencies
- The role and meaning of creative, responsive management
- The characteristics of responsiveness – creating ‘movement’
- Problem solving, creativity and innovation – the role of imagination and free thinking
- Balancing time usage and demands for creative thinking
- Developing an active performance culture – customer oriented management

*Delegates work in conjunction with peers and direct reports to create new collective approaches to the business. Results are logged and reported at the next seminar.*

### Seminar Four – Building Organizational Responsiveness

- Building a responsive culture – Values, Principles, Mantras, Accountability
- What by whom by when? Distributing authority, goals, responsibilities and challenges
- Greatest corporate asset – the fulfilled and mobilized employee
- Faster decisions, faster action, faster results
- Using long term goals as a management guide
- Final decisions – what happens next?

*“Securing the Future is a unique, structured, and flexible development programme for senior managers wishing to improve their decision-making, time usage and ability to build a responsive and future oriented organization”.*

## Mitchell Phoenix programmes

### DIRECTING AND MOBILISING STAFF

#### CEO/Managing Director's development programme

A programme for CEOs and MDs and business leaders who wish to exert a greater and more positive influence over their Board and their business environment. This programme will help senior executives convert more of their skill and knowledge into leadership action, building a stronger business culture at all levels.

#### GOVERNING CHANGE

**MD/Senior level**

This personal development programme is for leaders and management teams who wish to capitalise on their experience and build on their existing leadership and management abilities. The focus is on generating substantial positive change. It explores the critical areas of high quality communication and the management of relationships which take up a substantial part of every manager's time. In-house or public courses

#### FOUNDATIONS OF MANAGEMENT

**Middle/Junior level**

Foundations of Management lays the foundation for effective management and defines the principles of leadership and management excellence. It is a programme for professionals seeking to build their career in management. In-house or public courses

### STRATEGY, DECISIONS, TIME AND ORGANIZATIONAL EFFECTIVENESS

#### STRATEGIC THOUGHT AND ACTION

**CEO/Board/Senior level**

A strategic leadership course for your senior management group. This programme is a complete journey through practical strategic thinking and decision taking on which you create a new business strategy for your organization and put it into practice. In-house or public courses

#### SECURING THE FUTURE

**Senior/Middle level**

A unique, structured, and flexible development programme for senior managers wishing to improve their decision-making, time usage and ability to build a responsive and future oriented organization. Each manager's inseparable relationship with decision-making, accountability, creativity and time usage is explored in the context of organizational effectiveness. In-house or public courses

*"This course has given me fresh perspective through which we have realised real and tangible results. My thanks to the Mitchell Phoenix team". Overall Evaluation = Excellent – Dan Webb, Director, Watts International*

#### Sample client list

##### Commercial

AALCO  
Alphamet  
Amari  
Cash Bases  
Crown Timber  
J P Knight  
Lansing Linde  
Sola Optical  
Static Control Europe  
Unicorn International  
Responsive Designs  
Midwich Group  
Easey International  
Eve Group  
Toymaster

##### Construction

Watts & Partners  
Wilcon Homes  
Jackson Civil Engineering  
Kier Build  
Meica Services  
Franklin & Andrews  
Banks Group

##### Creative

Asia Images  
Arcade Inc  
CRT Multimedia  
Softimage UK

##### Energy

Schlumberger Sema  
Powergen  
ESS - Compass

##### Financial

HSBC  
AMS Group plc  
Man Group  
Aspect Capital  
Royal Bank of Canada  
Volvo Financial

##### Food

Grain Framers  
Halo Foods  
Iceland PLC  
William Jackson Bakeries  
McCormick Spices

##### Insurance

NFU Mutual  
Veritas DGC  
Safeonline  
Amlin plc  
Sphere Drake Insurance  
Canopus

##### Manufacturing

Airbus  
York International

##### Eveden Limited

Westferry Printers  
Warner (Midlands)  
Linpac Group  
Marchant Manufacturing  
European Colour  
John While Springs Asia  
Laporte Interox  
Stanley Europe  
Stannah UK  
Titus International  
Bowthorpe Group  
Maineport Ltd

##### Medical

RSA Search & Selection  
Pall Medical  
Ferring Pharmaceuticals  
InHealth Group  
Life Sciences group  
InHealth Group  
Sanofi Avensis  
Shandon Scientific

##### Public Sector/Utilities

Central Trains  
London Ambulance Service  
Humberside Police Force  
Hastings College of Art & Design  
Phonographic Performance PPI

##### Retail

Mothercare UK  
Penhaligons  
House of Fraser  
Burton Menswear

##### Technology

Microsoft  
Canon Europe  
Devlin Electronics  
Sepura Limited  
Measurement Technology  
Crompton Instruments  
Software Radio Technology  
Sema Group  
ReD

##### Telecoms

Steria France  
LogicaCMG  
Syndesis  
Vodafone Corporate  
Sema Group Telecoms

##### Travel

Imaginative Traveller  
STA Travel Group  
Travelmood  
United Coop Travel Group  
Meon Travel  
Kuoni

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