

# Harnessing a Strategic Mindset

1. Connect your people with what matters. “What is the most important thing to you? What do you want your life to be about?” Only by linking personal goals with the organization’s goals will you fully unleash your team’s strategic capacity.
2. Focus on competencies not job skills. This means we need our people to build competencies that translate instead of specific job skills.
3. Build them with projects they do not keep. Build solutions and sell recommendations.
4. Create think time. Give your team structured time to stop and think. Hold one-hour brainstorms for your team to solve the week’s most pressing business challenge. Hold monthly half-day “brain workouts.”
5. Put up the periscope. Look outside the silos and sectors to understand trends and practices they might apply.
6. Avoid outsourcing your thinking. The quick fix to solving strategic challenges is to bring in outside consultants. Turn to that crutch too often and your people will forget how to walk themselves. Instead, force your team members to think for themselves. You need three kinds of leadership: operational, people, and thought. Do not give up on thought leadership!



Adapted from

Fast Company, 9 Ways To Share Your Strategic Thinking Skills With Your Team

Harvard Business Review, 4 Ways to Improve Your Strategic Thinking Skills