

# Pedagogia Programme Specification

## Using Military Thinking and Process To Help You Manage and Execute



**The Problem:** Managers are facing an increasingly competitive, complex and fast-moving business environment. The rate of change is every increasing and managers are expected to anticipate the unknown, and react to the known, and in quick time. The ability to react fast to changes and execute well is critical for the success of a business.

Whilst anything 'military' may have unfavourable connotations for managers or may be rejected as being a world apart and nothing to do with business, in practice the military is a very process-driven activity and managers have a lot to learn from military thinking and process. Moreover, as military conflict has become more mobile, faster and asymmetric the military have had to develop sophisticated but hard-proven procedures to help them cope with and react to the fluidity, complexity and ambiguity which exists on the battlefield today, and

always in fast time. Thus managers, who themselves also face asymmetric and multi-polar business challenges have in fact a lot to learn from military best practice.

**The Solution:** 'Using Military Thinking and Process to help you Manage' workshop takes the very best of military thinking and process and translates them into simple but powerful processes which can help managers analyse their situation, weave simple but overarching strategies into an effective plan of action, and then deploy them to colleagues and subordinates. It selects certain processes and actions which have high affinity and application in the commercial environment and delivers highly transferrable lessons and skills which can hugely benefit managers, their teams and companies.

This workshop is a ½ day or 1 day programme that can be delivered as a stand-alone module or is ideal for inclusion as a session in a larger management development programme.

**Benefits:** The programme delivers clear **benefits to the participants** because it equips them with a new way of thinking as well as some simple but powerful processes to help their thinking, planning and execution. The programme has several **benefits for the company / employer**, because it improves thinking and analysis, and help managers evaluate, make decisions and plans, whilst maintaining high levels of flexibility and reactivity to threats whilst exploiting new opportunities, and ensuring really good execution of plans.

### Typical learning outcomes:

- Learn how to carry out a Situation and Mission Analysis, developing options or 'courses of action open'
- Learn how to develop CONOPS, or Concept or Operations, which simplify strategies and actions
- Find out about the secrets of 'Main Effort' which help focus efforts and resources onto important activities and priorities
- Create a clear plan of action. Learn how to anticipate and mobilise resources for your plan
- Learn how to deploy your plan of action and secure the effort of interested parties necessary for the success of the plan
- Learn how to conduct AAR (After Action Review) to set up and ongoing improvement of deployment / execution

### Target audience:

- Managers and experts/ specialists involved in making decisions, strategies and plans, and executing them

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