

SKILL 1 – STRATEGIC DEFINITION

ERIA



1) DESCRIPTION OF THE TOOL

Training Defining strategies skill allows organizations or groups to create systems for developing the professional skills of employees. When employees receive training, it helps them perform their jobs more effectively, increasing the overall productivity of the company. Developing a training strategy ensures that these efforts are aligned with your business, organizational goals to maximize the benefits of each training session.

You can implement these strategies for current and future staff members. For example, you may use a training program to teach your existing workforce to use a new technology or adhere to new company policies. You can also develop onboarding training strategies to get new staff members accustomed to working within your company more quickly.

2) OBJECTIVES OF THE TOOL

The following **objectives of training** are: Develops employees' skill sets, Unifies staff's focus, Improves performance, Raises employee confidence, Aids staff retention, Creates succession plans, Helps onboard new staff.

The main task of training is to bring together collective thinking and understanding.

3) CONNECTION OF THE TOOL WITH THE SKILL

Employee training is a critical component of a successful company. Some of the significant benefits of developing a training for strategy definition.

Developing the definition of strategies as a team is important to know how and what everyone should work on together.

4) RESOURCE MATERIALS

A group of company employees.

Small pieces of paper - several for each employee.

Stationery.

A4 sheets of paper.

A space where everyone can work peacefully.

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5) HOW TO APPLY THE TOOL

Steps to follow:

1. **Invite all employees together in a room where no one can disturb you and you can work, at least 40min - 1h;**
2. Give everyone a piece of paper and a writing tool;
3. as soon as everyone has taken their seats and received the tools, make them to write on the sheets:
- write all the good things in the company. Put the leaves in one container.
After everyone has written, ask them to draw from the container and try to write them down on an A4 sheet, grouping them according to similar features.
Create a discussion by discussing the good things. Appreciate the good that is in the company, organization.
- write down all the bad things in the company. Put the leaves in one container.
After everyone has written, ask them to draw from the container and try to write them down on an A4 sheet, grouping them according to similar features.
Create a discussion by discussing the bad things. Define them.
4. - Define strategies for the company using the good and bad features and previous discussions.
5. Discuss. Write down ideas and strategies so they don't die.

6) WHAT TO LEARN

You will learn how to **improve strategy definition**.

Mutual communication will improve by defining common strategies. Always write down ideas and shared conclusions, they can prove to be very valuable. A common group discussion can improve team spirit, the team's common understanding and perception. You can always ask questions in discussions - let them ask questions. Motivate ideation and thinking in the long-term future.



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