



**Performance Innovation  
Delivering Strategic Intent**





# The Next Era of Performance Innovation

## How ready are you to implement your strategy?

A strategy has been written and a direction agreed. It promises real and significant benefits. But delivering the changes is the big task. That is where Nextera helps. We help you identify how to make the strategy real and deliver the required Performance Innovation, delivering performance beyond your current capacity.

The more everything is changing and the more uncertain the future then the power of a team, focused and committed to a shared goal, can be the difference between mediocrity and high flying success.

Nextera takes the business strategy and gives its implementation structure and direction. We encourage a business to agree what it's really good at, clarify its direction, focus on what needs to be done to get there – and understand how to do it well, so that company performance improves rapidly. This becomes the shared goal

But a businesses success is made by the people who 'decide, implement and drive'. And the more the individuals are a team the greater the probability of building high performance teams and companies. A team always stands a chance against the 'all stars'.

Nextera will become the corner stone of a talent development process: we work with the individuals and teams to build a powerful force for the implementation of the business strategy.

Nextera will deliver the Next Era of performance innovation

## performance innovation

Nextera provide a unique and innovative solution to increase business performance.

Our approach gives you an assurance that your strategy is reflected down through an organisation and that all resources are aligned to achieving the planned outcomes.

We will increase both the effectiveness and efficiency of delivering strategy.

Our experience in many companies around the world and the framework and tools we use mean that we can implement improvements more quickly and more cost effectively than ever before





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## Delivering strategy requires a focus on seven key areas

Through our research and experience we have identified seven areas where an organisation is required to be excellent to ensure success.

- 1. Communicate business intent** 'Health check' the strategy using our tool kit we then build on the strategy to develop the strategic themes and direction of the business clearly and concisely and then communicate effectively to a wide audience.
- 2. Gain a focus on action priorities** Define the significant priorities for the business to deliver its strategy (the 'do wells') and then communicate as a focus for action.
- 3. Right track** Review the key business and management processes, redefine ensuring clarity in the definition of the outcomes and deliverables and implement and rebuild ensuring both efficiency and effectiveness gains.
- 4. Implementation alignment** Review programme and project portfolio against alignment to the 'do wells' and the delivery of strategy. Redefine programme eliminating redundant projects. Manage new portfolio of programmes / projects establishing governance framework to ensure on time delivery.
- 5. Focused measurement** Ensure a structured set of business measures is developed and implemented within a framework to ensure clear and unambiguous accountabilities.
- 6. People, structure and accountabilities** Develop and share team and individual accountabilities for delivery within an appropriate organisation structure. Build appropriate reward systems.
- 7. Management and governance** Put in place a management and governance structure to ensure that the benefits of all the business efforts are delivered.

### what the best do is ...

deliver strategy

optimise resources along the way

understand the risks and have strategies and decision making structures to mitigate risk

build staff capabilities and competencies to get even better



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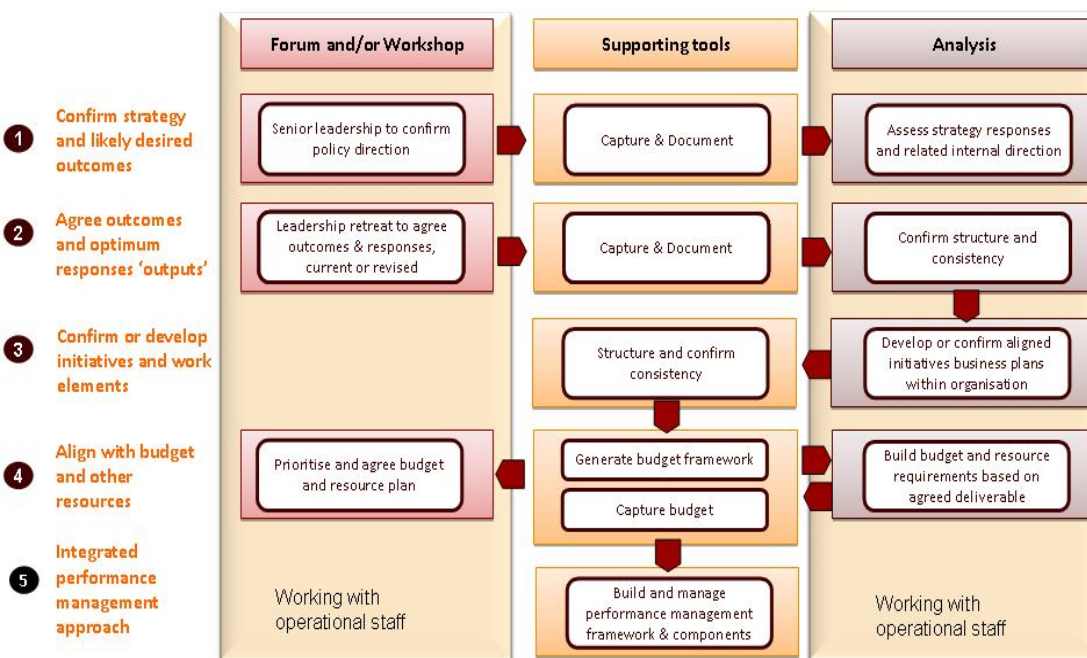
## Business planning and the role of resource allocation

The annual business plan is a key element in ensuring that the strategy is implemented. It is the key link between the strategy and the teams. Clearly a key component of the business plan is allocating resources to projects and programmes.

Often financial budgets don't get linked properly to the strategy and resources are poorly utilized, wasted and the business is generally inefficient and not as effective as it could be.

Nextera has developed an approach which addresses these issues. Using innovative tools and an approach based on many years of research and practical experience we can deliver real and immediate benefits. The power of our innovative electronic platform, is designed to identify all of the options for innovative and performance enhancement.

## Our approach



Our approach is:

- highly interactive and builds commitment throughout the organisation
- is fast and highly cost effective
- is responsive to rapidly changing internal or external circumstances
- is effective

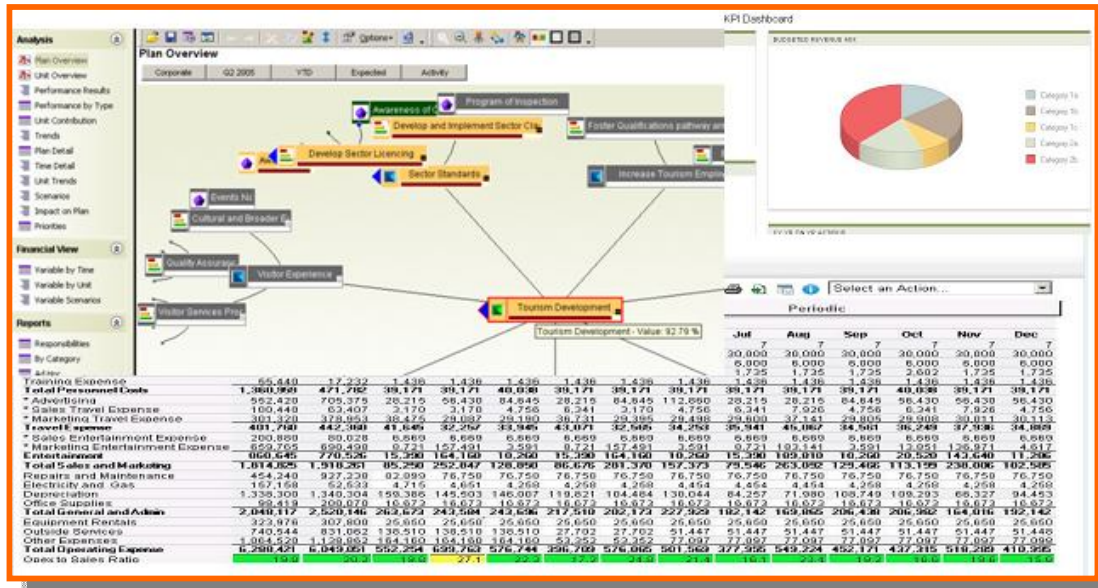
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## Our toolkit

We use modern tools to support the approach. In particular we have developed a toolkit which:

- Visually supports the development of the strategy into a series of activities and actions
- Provides a sure and certain alignment between the strategy, business plans and budgets
- Supports interactive budget development in line with activities
- Provides the basis for performance reporting whether that is balanced scorecard, quality framework, by project, individual accountability or line item

We use modern tools to deliver performance innovation



## The benefits for you with our approach are significant

Strategy is implemented

Scarce resources used effectively in line with Policy

Improved staff skills

Reduced risk



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For more information on the services we offer contact:

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