# Delivering a Winning Strategy

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| Key Questions | What are the underlying capability requirements of our business strategy? | How well equipped are our leaders to deliver our strategy? | What capabilities do we have? Where are the gaps? In whom should we invest? | How do we ensure business continuity? |
| Focus Areas | Key Roles<br>Functional Competence<br>Success Profiles | Leader Capability Framework<br>Performance MS<br>360 | Talent Analytics | Succession Management<br>Top Talent Retention<br>Development |
| Data-Points | Psychometric Measures \| Development Centres \| Multi-Rater Surveys \| Performance Management System \| Engagement Surveys | | | |
| Outcomes | A clear view of capability across leadership levels (micro and macro talent analytics) | A discovery of hidden potential and blockers in key roles | Analytics that informs selection, deployment, sourcing and investment decisions | Segmented talent development and retention strategies | Lead measures to track learning impact |
| Prerequisite | Comprehensive analysis of the business, its context, its strategy and the challenges leaders face, together with an understanding of what GREAT leadership looks like | | | |

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