

A person with long hair, wearing a dark jacket and pants, is sitting on a large rock. They are looking out over a vast, hazy landscape of rolling hills and mountains under a warm, golden sky, suggesting a sunset or sunrise. The word "fluency" is written in a large, black, sans-serif font in the upper right corner of the image.

fluency

How to Think Strategically

What this is about

One of the hardest transitions for people to make as they accelerate in their career is the necessary leap from thinking tactically to thinking strategically. It is also one of the biggest challenges for leaders who need their teams to think more broadly and make connections.

Often the direction to “think more strategically” is vague and unhelpful. To develop strategic thinking skills, people must have clarity on what the skill looks like and how they can put it into practice and improve. Leaders also need to be clear on their expectations and where the gaps are, so they can coach and encourage their team to think and operate more strategically.

This is a two-part workshop. Part I collaborates with leaders to define and set strategic thinking standards within their teams. Part II offers team members a clear path to develop strategic thinking skills that meet the standard.

Where we journey

Part I starts with the team leaders who collaborate with us to define the challenge, establish the standard (what does good strategic thinking look like for our team), articulate expectations and understand how they uphold and coach to the standard. Identifying what the strategic thinking gaps are in your context and what contributes to them is an essential part of laying the foundation for Part II of the workshop.

Part II is a workshop for the full team. Based on the insights from Part I, it uses relevant examples to outline what strategic thinking looks like for your organization and provides a framework and practical practices to adopt a strategic thinking mindset and build the strategic thinking muscle.

How to Think Strategically

What we learn together

By the end of this workshop learners will be able to:

Part I

- Define and clarify the strategic thinking standards and expectations for your team.
- Understand practices and behaviours that either encourage or impede strategic thinking.
- Identify how standards will be supported, applied and measured.
- Gain knowledge on how to coach to your standards and build accountability.

Part II

By the end of this workshop learners will be able to:

- Understand the difference between strategic thinking and critical thinking.
- Learn the five critical thinking practices.
- Apply the strategic thinking model to relatable situations.
- Gain clarity on strategic thinking standards, expectations and accountability.
- Know what practices to use to step into strategic thinking.

Who is this for?

- Team leaders who want to strengthen the strategic thinking muscle in team members.
- Team members who are motivated to shift from tactical/transactional thinking to strategic thinking.
- Emerging leaders who want to move their thinking to a higher altitude.
- Ideal for organizations who want to build the capacity of their people to think big.

How we learn

- Delivered in-person or online.
- Workshop Duration: Part I: 2 hours, Part II: 3 hours.
- Pre-work, preparation and customization: 4 hours.
- Optional: Learning integration and progress facilitation (90 mins).
- Facilitated by experienced leaders and trainers who are International Coaching Federation (ICF) certified coaches.
- Interactive and participative. We use real-play, not role-play, and lean into inquiry, discussion, demonstration, and practice to integrate and embed the learning.

What's Next

Take action. To learn more or book this workshop reach out to us at hello@fluencyleadership.com.