

# The Ripple Effect



## Strategic Planning Facilitation



### The EQ behind Strategic Planning

As much as you think you know how to facilitate, the common traps are varied and vast in number.

- ? Has your internal approach delivered quality outcomes before?
- ? Do you have a history of getting distracted or thrown off course?
- ? Does the internal facilitator miss out on contributing?
- ? Do fears, doubts, conditioning, finger pointing and a lack of unity ever derail such proceedings?

*We keep you from falling into these traps.*

### Success Assurance

- ✓ We set ourselves up for success when facilitating by getting the planning process right.
- ✓ **We help you to articulate your need.**
- ✓ We guide you to set clear expectations.
- ✓ **We clearly articulate what we have understood your requirement to be to allow you the opportunity to sign it off.**
- ✓ We have an uncompromising approach.

### The more the merrier

Some companies use a different facilitator for each session. The more you use us the better we get.

*We will learn, we will remember, we never accept mediocrity and you cannot pretend that the issues in year two, unresolved from year one, are new issues.*

### Intended Outcomes

- **Zero-based stretch targets and dealing with distractions**  
To be able to successfully focus on a desired future outcome without being limited by current and past conditioning.
- **Time line setting**  
To realize the importance of setting the specific strategic planning time-line per planning session as there is no default or standard time-frame when planning future outcomes.
- **Decision-making frameworks**  
To realize the role a decision-making framework plays in vetting ideas and in guiding the focus of the participants in planning processes, while making reference to the principles of Accurate and Complete.
- **Remaining future focussed**  
To be able to formulate strategic / future outcome questions that drive and limit the scope of the planning activities.
- **The Planning Document**  
The adoption of a checklist of requirements for the production of user-friendly planning documents.

# Why use an outsider?

Many people will feel that it cannot add value to use an outsider to facilitate strategy sessions as such a person will not know the business and the vision as well as the team members do.

They would be right in thinking this. When we facilitate we drive due process, manage time, keep people out of operational detail, maintain process integrity and drive an uncompromising process to reach desired goals.

To do this, we don't need to understand your business - that's your role. We understand facilitation, people and their barriers, zero-based thinking and how to avoid the common pitfalls associated with planning sessions.

We facilitate as a career, we draw on years of experience, we hear what needs to be heard and will never avoid the real issues at hand.

## Consider the following feedback from people who have taken the risk themselves:

*I don't think we would have achieved the necessary outcomes without Louis's facilitation.*

**Ronèl Lategan**  
Chief Fragrance &  
Beauty Divisional Manager  
The Prestige Cosmetics Group

*We underestimated the positive impact The Ripple Effect would have on our business. Louis Gerke seamlessly got the entire company pulling in the same direction. We highly recommend The Ripple Effect as a partner to transform your business.*

**Darryl Maroun** - Managing Director, Netology

*The Strategic Planning session that Louis facilitated for our marketing team was of great value to our company. Louis has an uncanny ability to identify potential problem areas and facilitates the achievement of the team's desired outcomes. His guidance in achieving goals is invaluable.*

**Kobus Herholdt** - Managing Director, Atlantic Fertilisers

*There is no doubt that we add value beyond the cost of utilizing our services.*

## The Art of Facilitation

For the past 21 years Louis Gerke has designed and facilitated a variety of Workshops building strong relationships with an impressive list of clients. Louis caters for every level of any Organization and maintains a sense of humour and an element of fun in everything he does. His deep, sincere approach reveals enormous insight and understanding into a vast spectrum of subjects.

Team development is not an exact science and added to this the fact that it is an interactive process, anything can happen. Louis draws from a wealth of experience to ensure the best possible results are achieved with every programme.

### This expertise covers:

- Facilitating & Designing Experiential Team Development Programmes
- Strategic Planning Facilitation
- Leadership & Management Development
- Workshop Design and Facilitation

Louis is resolute to tailor-make every intervention ensuring it meets each client's specific needs and gives generously of his time to planning meetings. He encourages people to support his belief in ongoing training and development, and proves the power of Harnessing Collective Talent.

*Louis has a Bachelor of Accounting Science (B.Compt) Degree from UNISA proving a self-disciplined character; his articles were served at KPMG where he gained tremendous insight into corporate business.*



*We look forward to working with you in creating positive ripples for you and your team.*