



# Strategy for Transformational Growth Programme

This programme aims to support Scottish businesses to navigate the challenges of a hyper-competitive world by supporting transformational growth, helping to build resilience, increasing leadership ambition and risk appetite, and providing strategic support to enable them to identify and maximise opportunities.

## **Programme Structure:**

### Module 1: Co-creating an end to end transformation programme for your organisation

This element of the programme will support delegates to bring together their thinking to create a clear, integrated and ambitious strategic roadmap, and understand what success will look like. It will cover areas such as:

- What does the future look like?
- How will we maximise your value proposition?
- How will we align the future transformation plan with your people, processes and technical capabilities?
- What sources and routes to funding might be available/appropriate to support your plans?
- How can we align your sustainability goals with your vision?

### Module 2: Processes and people

This element will allow attendees to undertake a deep dive of their existing processes and the people who support them, to enable the achievement of long term change success. Specifically:

- How do you create a plan using a change management framework?
- How do you communicate the vision?
- How are you going to measure and monitor your progress and success?
- How can you improve your processes and structures to enable short term wins?

### Module 3: Embedding good governance

This element will support businesses to implement effective change management and de-risk growth opportunities by ensuring good governance is embedded throughout the organisation. It will address key questions such as:

- Do you have the capital and talent you need to implement your growth strategy?
- How do you establish robust financial plans?
- Is your organisational design and governance framework appropriate?
- What structure do you need to adapt your plan as you go?
- How do you create the right culture for success?

## **Time:**

Due to the bespoke and tailored nature of this programme, a small cohort of up to 12 organisations will be enrolled, each participating in a half-day session every two weeks, running over a 3 month period. There will be an option to attend in-

person in Edinburgh, or to join virtually on request but delegates attendance in person is recommended. As delegates will be taking part in group work and receive the most value attending in person.

**Dates:**

- Session 1: 12th September
- Session 2 26th September
- Session 3: 10th October
- Session 4: 31st October
- Session 5: 14th November
- Session 6: 28th November

All sessions will be 9:30am-12:30pm at CT Edinburgh office, 61 Dublin Street, Edinburgh, EH3 6NL.

**Who is this aimed at?**

SMEs in Scotland with 7 or more staff are open to apply. This is aimed at senior decision makers within organisations, with responsibility for strategy and growth.

Those interested in participating are encouraged to apply early, as spaces are limited.