

# PEOPLE AND OPERATIONS PLANNING AND VISIONEERING SERVICE OFFERINGS



## People Operations Visioneering Session

This 90-minute "Instant Change" Strategic Session is a think tank-style meeting designed to help you accelerate growth and identify gaps to prioritize in the next six months to a year. Strategic Visioneering consultant, Cindy Goldsberry\*, will facilitate an interactive whiteboard session with you and your key leaders to create a roadmap for your business. Leave with a copy of your whiteboard, identified key findings, and a clarified vision. Structured around what is unique to your business, the emphasis is on what needs to happen through your people operations. This facilitated session elicits:

- Strategic direction alignment with focus on company economics and infrastructure to include areas of challenge, risk, opportunity, and investment. What's driving your company? Where has your company has been successful?
- Operational, cultural, process, and system requirements with focus on tactics to define, identify, develop, and evaluate skill, talent, and team (divisional) requirements. Are the right employees in the right seats? Are new skills and talents needed? Are new systems needed?
- Revenue gen and profit goals with focus on sales efforts and influence to support the strategic direction, growth, and change.
- Impact of situational, industry and/or economic events that may be triggers with a focus on what is required to continually be looking forward and working a *Living Plan*.

**Format:** Facilitated whiteboard session conducted virtually or in-person

**Session Length:** 90 minutes

**# of Participants:** Maximum 4 participants but works best with 1 or 2 of your organization's top leaders.

**Cost:** Currently available for a limited time at \$550 (usually valued at \$1000). Travel expenses will apply.

## Next Level Visioneering: Follow Up Session

Want further support after the Visioneering session? Receive a customized report with tactics aligned to strategies. Areas outlined are Economics/Revenue, People/Process, and Infrastructure/Systems. Receive specific *Opportunities to Accelerate* (O2A) and *Gaps to Prioritize* (G2P) for immediate action and strategic plan project management. Also includes an orientation and review of your report/plan in a follow-up session led by Cindy.

**Format:** Report in MS Excel; session conducted virtually or in-person

**Session Length:** 2+ hours

**# of Participants:** Maximum 12 participants

**Cost:** Contact us for a quote based on your needs, outcomes of the original session, and location.

## Corporate Strategic Retreat

Options range from 1/2-day retreats to 2 full days. Retreats are planned together with APW with a primary focus on people operations for strategic growth. These retreats are designed with your team and are facilitated using Cindy's proprietary Visioneering methodology. The experience can be customized to your business, goals, and purposes for the gathering of your team. Inquire for more details about how we can customize the experience for you.

**Cost:** Based on your needs and location.

**Further Options** for Quarterly Visioneering and planning are also available... to keep the plan inspired. **Cost:** Based on discovered outcomes, needs, and format requested.

\* Strategic Visioneering consultant and author of [\*ZFactor Sales Accelerator V2V: From Vendor to Value Creator\*](#), Cindy Goldsberry, has 30+ years of experience leading sales, revenue operations and technology initiatives with successful PE backed companies from start-up to exit. Cindy brings experience as an individual producer and leader; she shares and trains corporate teams in ZFactor, her proprietary sales and strategic planning (Visioneering) experience. Check out her Amazon bestselling book with 5-star reviews: "Practical. Actionable. Relevant"; "A Game-Changer"; "Real & Concrete Steps to Improve Sales."

Contact us today at [info@austinpeopleworks.com](mailto:info@austinpeopleworks.com)