



WEDGEWOOD GROUP

## Team Planning and Execution

We help teams perform

Wedgewood Group's strategic planning services include:

- Facilitating Vision and Mission Statement Development
- Defining Core Competencies
- Establishing Organizational Values
- Developing Long-Term Strategies
- Creating Short-Term Goals
- Designing Internal Marketing and Communications
- Creating Evaluation Tools for Success
- Full Spectrum Support through Plan Execution

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Creating a grand strategy is one thing. Seeing it come to fruition is often something entirely different. All too frequently, senior leaders dedicate extensive amounts of time, energy, and valuable resources creating a detailed strategic plan for their organization and share it with key team members. It is regularly the result of numerous meetings in conference rooms, addressing budgets, timelines/schedules, goals for the upcoming year, as well as job delegation and accountability among other critical issues. By the conclusion of these planning sessions, all team members are excited at the direction things are going, the role each participant will play in the process, and the outcomes they will achieve when all goes according to plan.

Unfortunately, everyday work demands often cause teams with the best intentions to gradually lose sight of these plans. Weeks or months may pass before team leaders and members realize that many of the goals took a back seat to other priorities and daily expectations. In many cases accomplishing the goals didn't happen according to the schedule, quality was compromised, or resources were severely wasted. In the worst situations, the goals were completely forgotten never to be addressed again. In each of these instances, failures at the team level caused the organization's top priorities to fall by the wayside. It is a common trap that many organizations fall into.

At Wedgewood Group we believe this organizational failure is not a reflection of a team's inability to create great plans or lack of commitment to accomplishing them, but rather the organization lacking a formal process to ensure that the plan has been properly incorporated into the day-to-day work that must also be completed.

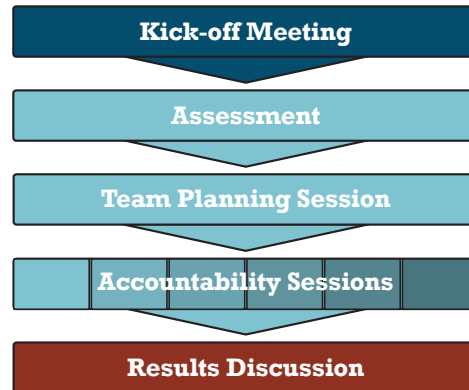
### Our Process

Our **Team Planning & Execution (TP&E)**<sup>™</sup> process begins with a kick-off meeting to ensure that all participants and stakeholders understand the roles they will play in the process, and recognize the desired results we will be aiming to achieve. Team members are then invited to complete our **Goal & Performance Survey**<sup>™</sup> (GPS) to establish where the team currently stands. This survey establishes both the positives in your organizations as well as defines the areas needed for improvement. Upon reviewing results of the survey, team members then participate in a planning session during which they define their purpose, priorities, and plan for success, while learning of a performance process that will drive commitment and force accountability. The entire process typically spans 6 months and concludes with a results discussion, during which the team reports the results of the process to senior leaders sharing what they learned, accomplished, and promise to do differently now as a result of the experience.



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### Wedgewood Group Team Planning and Execution Process



## Past Performance

Wedgewood Group helped team leaders and team members align their daily efforts to the organization top goals in a number of industries including:

- Aerospace and Defense
- Government
- Healthcare
- Industrial Manufacturing
- Not-for-Profits
- Professional Services

## 5 Reasons to Work with Wedgewood Group

When you are looking to partner with a firm to help you define your organization's strategy, consider these five items that set us apart from our competitors:

1. We help put things in **perspective**.
2. We help teams clarify their **purpose**.
3. We provide tools to help set **priorities**.
4. We understand the importance of and help teams create effective **plans**.
5. We teach leaders and teams how to drive **performance** in the face of day-to-day challenges.

## Firm Codes

GSA Schedule Contract Number: GS-10F-0187P

Federal Tax ID Number: 16-16130914

CAGE Code: 1TR18

DUNS Number: 017390274

Business Type: S-Corporation

Business Classification: Small

## About Wedgewood Group

Wedgewood Group is a small, woman-owned management consulting firm that provides workforce development solutions to a wide-range of commercial and government clients. Since 2001, we have helped organizations achieve targeted results by implementing solutions that maximize individual capabilities and increase organizational effectiveness. Wedgewood Group delivers timely, measurable results to our clients by analyzing core competencies, defining performance problems, and providing a framework for action that meets client objectives.

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