



**Ref: Brent Davies (2006) Leading the Strategically Focused School**

**Summary - Chapter 10: Deploying and Implementing Strategy**

“The implementation process should aim to work back from a vision of the future and create a strategy that is action oriented and delivers specific strategic outcomes”.

**4 Basic Factors of Implementing a Strategy**

- Focus on only a few themes
- Keep the process simple
- Ensure there is clarity around the process
- Establish definable outcomes

**4 Implementation actions which involve people**

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| 1. Align the people, the organisation and the strategy. “when individuals agree with the school’s purpose and way of working, [they] can commit to ‘going the extra mile ’for a set of beliefs which can be turned into action”,p.126 | 2. The Strategy is the role of <b>everyone</b> therefore involve people at all levels in the • Design • Implementation • Articulation   |
| 3. Strategy should be seen as an ongoing developmental process, not a “oneoff” planning process. “They should be seen as documents that guide action and not something that is filled in once a year and left”.P. 128                 | 4. Effective Leadership sets a model of commitment to the strategy. “This ability to live the strategy and convey its importance to others not only in what is written down but also in what the leader says and does is a critical component of effective implementation.”P. 129 |

**Begin translating strategy into action.**

1. Decide on one area for improvement and or change
2. Break it down into smaller more manageable ‘operational’ tasks
3. Move towards the individual actions.
4. Use the PowerPoint template provided within this Exemplar to record your responses.