

# STRATEGIC EFFECTIVENESS ARCHITECT

## DR. LAWRENCE P. CLARK

*SEA: Aligning People and Operational Practices to Strategies*

### Purpose:

The *Strategic Effectiveness Architect™* is used by business leaders and senior management to:

- Create an operational system that is aligned with strategy
- Align strategy with organizational capabilities
- Develop a success profile for leaders and managers
- Assess organizational culture
- Determine merger or acquisition feasibility

### Objectives:

- Use the STRATEGIC EFFECTIVENESS ARCHITECT® sort cards, and the many suggested ways SEA can identify differentiating organizational effectiveness items for strategic success
- Employ GAPOLOGY -- assess and prioritize gaps between current and future organizational profiles
- Discuss the research behind the connections between strategy and organizational capabilities
- Discuss the link between organizational capabilities, talent management and strategy
- Describe **how organizational capabilities can be linked to individual competencies** to build leadership profiles aligned with the strategy
- Prepare to apply and transfer The SEA approach within your organization

### Results:

Close the gap between your organization's business strategy and organizational capability

### WHO SHOULD ATTEND?

Practitioners within Human Resource, Organizational Effectiveness and Development, or those with Strategic, People and Project Management roles and responsibilities.

Participants might also include:  
Specific client groups (HR professionals) for custom applications

### Course Materials:

Things you need to Know about SEA Handout, SEA Card Deck, Cluster Card Additions, SEA FYI Book, SEA Library Placemats

### Registration Fee:

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