
Applied Strategic Thinking

Definition

Must be able to operationalize and implement the strategic imperatives and policies as allocated to the work-unit into services, products and implementation frameworks in order to convert and implement strategic plans and policies in service delivery programs.

Key Words: Practical Thinking; Operationalize Strategies; Analyses Strategic Direction.

Behavioral Indicators:

1. Analyses strategies and converts them into the requirements and services that the work-unit must provide.
 2. Breaks down the strategic mandate into activities to be implemented and identifies the program and projects required to operationalize those mandates.
 3. Prioritizes or re-prioritize objectives, activities and services to be undertaken by the work-unit based on the interpretation of the strategic mandates to be implemented.
 4. Ensures that the work-unit is structured appropriately in order to implement the required strategic initiatives.
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PROFICIENCY LEVELS: Applied Strategic Thinking

LEVEL I

- Implements any changes required in work-unit's services resulting from changes in strategy or strategic priorities.
- Develops proposals for additional resources required by changes in strategic objective.
- Analyses whether a change in strategic direction will impact upon existing service and products provided.
- Understands and communicates the vision and mission, role and objectives of the department and work-unit.
- Incorporates a long-term perspective and broader organizational implication in planning, decision-making and problem solving.

LEVEL II

- Determines the services and service standards to be developed and implemented based upon strategic direction.
- Determines the resources or change in resources or re-allocates resources that will be required to effectively execute the provided strategic direction.
- Develops work plans and/or programs to implement provided strategic direction.
- Identifies new projects required due to changes in strategic direction.

LEVEL III

- Interprets the strategic direction developed for the organization or division and develops the services and performance measures.
 - Obtains and promptly applies resources needed to implement the changes required by the strategic mandate.
 - Develops the sub-process and support mechanism that will be needed for any new initiatives required to implement strategic mandates or any changes in strategic direction.
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