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# Strategic Planning & Execution (Hoshin Kanri)

## Course Description

This flexible-duration Hoshin Kanri course (1, 2, or 3 days) equips leaders and teams with the skills to align organizational goals, focus resources, and ensure that strategic objectives are translated into measurable results. Hoshin Kanri, also known as policy deployment, provides a structured method for connecting long-term vision to daily activities, ensuring everyone is working toward the same priorities.

Participants will learn how to develop breakthrough objectives, cascade them through all levels of the organization, and use performance review cycles to stay on track. The course emphasizes the financial benefits of strategic alignment, including better resource utilization, reduced wasted effort, and improved ROI from improvement initiatives.

Through practical exercises, case studies, and team workshops, participants will practice creating and deploying Hoshin plans and learn to track progress in ways that link directly to profitability, cost savings, and customer satisfaction.

## Course Objectives

Understand Hoshin Kanri Principles:

- Define Hoshin Kanri and its role in strategic planning and deployment.
- Recognize how it ensures alignment from executive vision to frontline activities.

Develop and Deploy Strategic Goals:

- Create breakthrough objectives and annual priorities.
- Cascade goals through departments using catchball and consensus-building.

Link Strategy to Financial Performance:

- Identify key metrics that connect goals to ROI.
- Quantify cost savings and revenue growth from focused execution.

Measure and Review Progress:

- Use review cycles and KPIs to monitor strategic initiatives.
- Adjust plans proactively to stay on track for results.

Engage and Align the Organization:

- Build cross-functional collaboration around shared objectives.
- Create visual management systems for strategy deployment tracking.

## Training Format Options

- 1-Day: Introduction to Hoshin Kanri concepts, overview of deployment process, and creation of a high-level strategic plan.
- 2-Day: Adds detailed development of breakthrough objectives, cascading process, and KPI alignment.
- 3-Day: Comprehensive strategic deployment, including catchball sessions, cross-functional alignment, and a full review cycle simulation.