



CANADA

SSC Alignment:

Relentlessly pursuing excellence
together

Topics

- I get that you're trying to do something good, but... what is this?
- Findings
- Your work for today
- Your work for the future

I get that you're trying to do something good, but... what is this?

- **Just what it says:**
 - The systems alignment oversight committee reviewed both the external and internal Strategic Plan, with a vision to understanding which initiatives would require the greatest focus of alignment with stakeholders and partners engaged with Speed Skating Canada.



SSC Alignment

Systems Alignment Oversight Committee





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What is this?

Mission	Synergy	Corporate Culture	Strategic Fit	Benchmark	Reach Out	Change
Engage	Proactive	Empowerment	Athletes	Core Competency	Value Added	Mindset
Skills Development	No Brainer	Collaborate	Focus	Quality	Stakeholder	Gap Analysis
Excellence	Change Champion	Driven	Outside the Box	Strategy	Alignment	Leverage
Results Orientated	Brand Story	Fast Track	Strategic Planning	Communication	Best Practice	KPI
Innovative	Collaboration	Partner	Culture	Win-Win	Benchmark	Culture Fit
Heads Up	Dynamic	Paradigm	Leverage	Going Forward	Meeting	Knowledge Base

What is this?

- Truly Simple objectives... easy
 - Make sure we are all in alignment on what we are trying to accomplish
 - Build upon similar initiatives
 - Peaufiner where possible to avoid pulling in different directions
 - Maximize collaboration
 - This gets everyone in the same boat

What is this?

- Execution... not easy to understand so much
 - Are we overseeing strat plan delivery? **No, absolutely not!**
 - How do we enforce alignment?
 - How do we manage conflicting initiatives?
 - How do we identify successful alignment
- The answer at the outset of the project.. **Don't know/Slightly scary/Worrisome?**
 - So, we agreed to move cautiously and adjust.
- Here's what we found out:

Findings

- We have to want to agree and make collaboration a part of our practice
 - What do I need?
 - How can I help?
 - What do you need?
- We have many different type's of stakeholders

Findings

- Stakeholders
 - SSC
 - PTSO
 - Clubs
 - National Athletes
 - Athletes
 - Special Olympics Athletes
 - Parents
 - Volunteers
 - Coaches
 - Officials
 - Infrastructure partners
 - OTP
 - RTCs
 - Government (3 levels)
 - Provincially funded organizations
 - Sponsors
 - Fans
 - Media
 - Organizing Committees
 - ISU
 - Alumni
- Stake holders

Findings

- **Responsible, Accountable, Consulted, Informed (RACI)**
 - Only SSC staff and board (including board-mandated committees) should be **R** or **A**
 - Not everyone need to be consulted and informed of everything; could lead to paralysis
- Here is your exercise

Your work for today

- Split up in two groups
 - A. Sport Excellence (David & Blair)
 - B. Operational Excellence (Ron & Liz)
- We want to identify those strategic plan initiatives that would benefit the most from alignment (alignment priorities)
- We have identified stakeholders, please validate, and determine alignment priorities
- You will need to name a scribe; moderators, hold your hands up



The biggest threat to Innovation is internal politics and an **organizational culture**, which doesn't accept failure and/or doesn't accept ideas from outside, and/or cannot change.

Source: July 2015 Gartner Financial Services Innovation Survey, n = 157

#GartnerSYM



Gartner.

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Your work for the future

- Clearly need to communicate
- As you participate in your start plan initiatives, or with your provincial, regional, local initiatives, make a concerted effort to align.
- Talk to your colleagues.
- Let's tally those calls and see many we can make
- We will reach out occasionally for a call tally and out up a dashboard

Your work for the future

- No cash prizes, but let's do this for the green jacket

