



Managing a Structured yet Flexible Program  
May 11, 2023



- Former CFO, COO
- Program Manager
- Program Business Sponsor
- Leadership Coach & Consultant

My “WHY?”

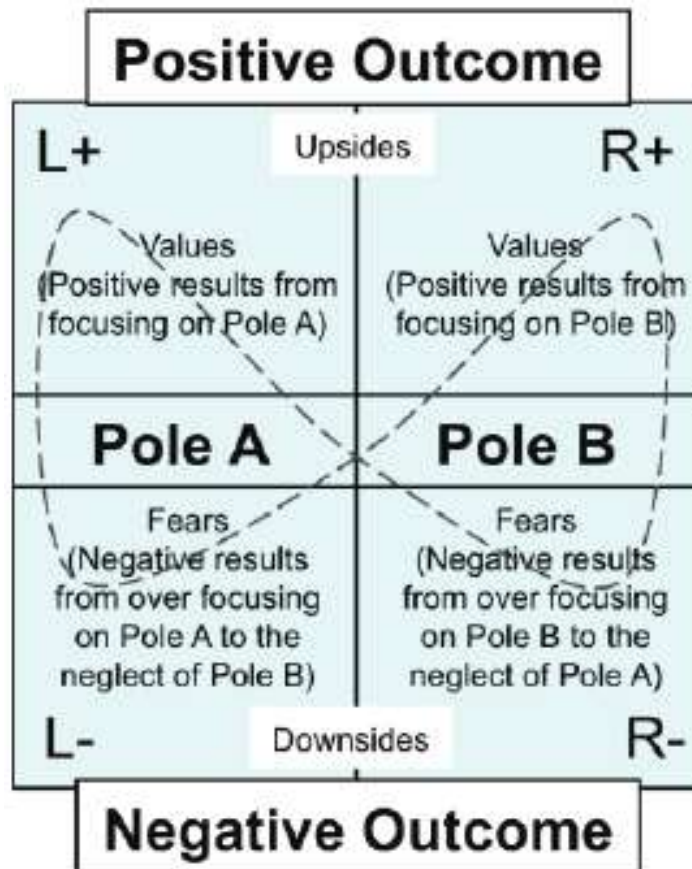




Business  
Strategy

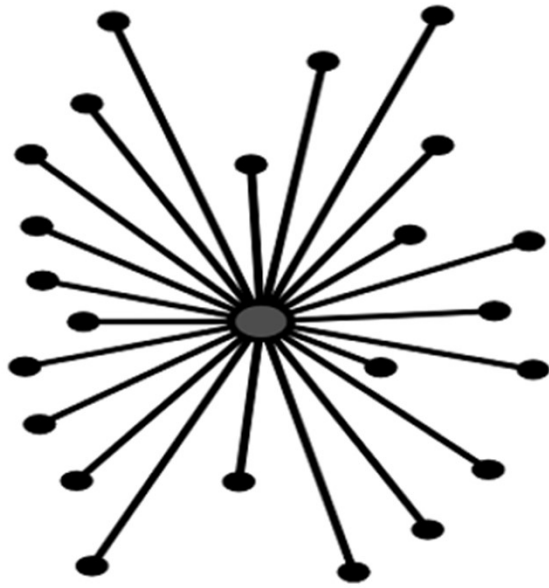
Talent Strategy

Talent Programs



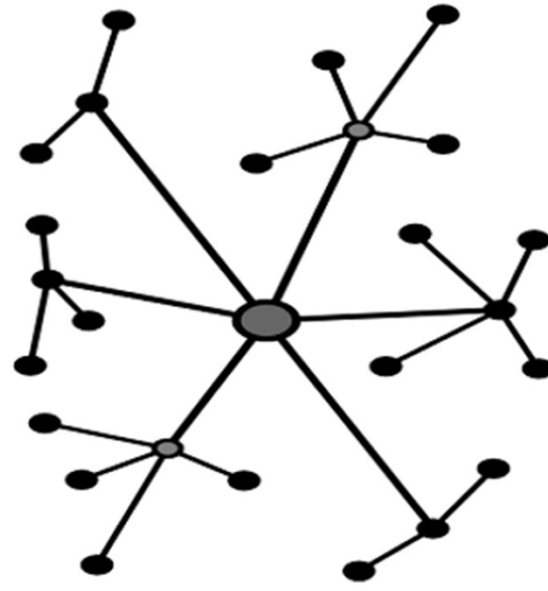
# Polarity Management

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**A**

Centralized



**B**

Decentralized









ADAPTIVE SOLUTIONS



GROWTH MINDSET



BUSINESS PROBLEM  
OPTIMIZATION

# Group Exercise



Instructions



Time - 10 Mins Total

# Elements to Frame

Define competing forces

Describe driver or force

What makes it meaningful?



# Debrief

# Framework to Solve

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Create Map/Visual



Engage Key  
Stakeholders



Rethink Constraints

# Strength Attributes

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STRATEGIC



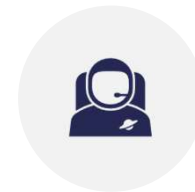
LEARNER



PROBLEM  
SOLVING



VISION



FUTURISTIC

# Group Exercise



Instructions



Time - 15 Mins Total

## Key Questions?

What actions serve both interests?

What combination of forces is optimal?

How can I reassess established constraints?

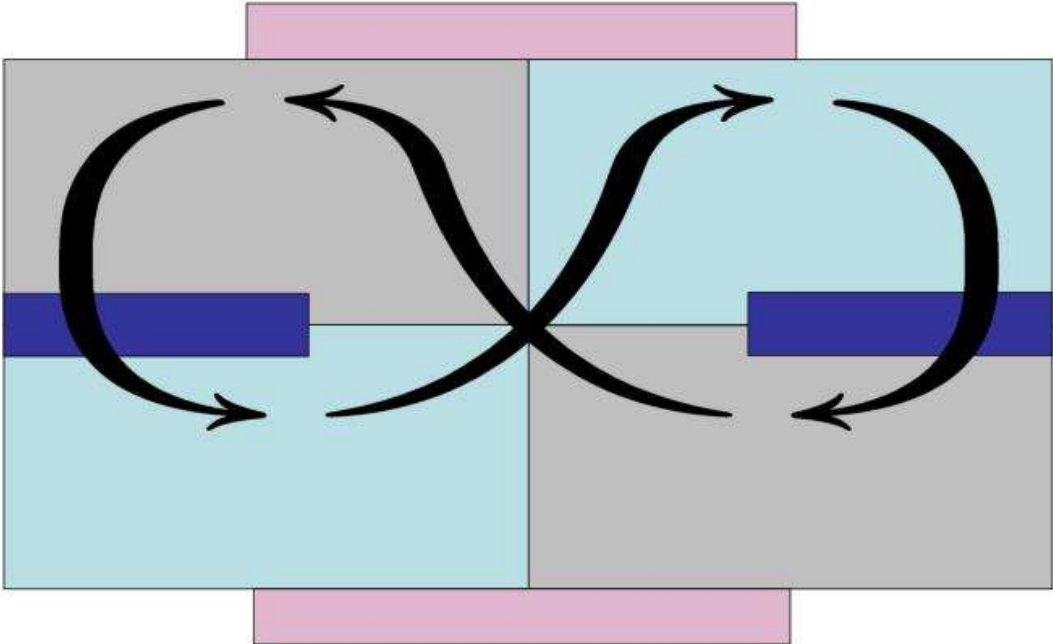
Actions to take





# Reflections

# A Well Managed Polarity



<b>Evaluate</b>	Utilize framework
<b>Partner</b>	Engage Partnership & Teamwork
<b>Act</b>	Commit to action

**"If you want to go fast go  
alone. If you want to go far,  
go together."**

- African proverb





Thank  
you!