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Achieve Superior Results

STRATEGY ACTIVATION & EXECUTION Advisory

'THE UNRIVALLED BUSINESS ADVANTAGE'

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“In the end, a vision without the ability to execute it is probably a hallucination.”

– Stephen Case

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OUR SOLUTIONS

"Companies lose between 40 to 60 per cent of their strategic potential during the execution phase."

- Harvard Business Review

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OUR SOLUTIONS

Our solutions focus on helping you overcome challenges to the execution of your Corporate Strategies. This is achieved by fully deploying our proprietary tools and initiatives that drive firm-wide Strategy Activation, Strategy Cascading and in turn, Strategy Execution.

Our consulting methodology is premised on simplicity, best-practice localization, quality, value-derivation, practicality, and uniqueness.

In our over 3 decades of practice, working with our international partners, we cut through systemic distractions and risks that dilute execution and provide holistic, sustained and high-impact strategy and vision actualisation

This assured delivery has endeared us to most of our clients, several of whom have retained us for several years.

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OUR SOLUTIONS

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STRATEGY ACTIVATION & CASCADING

"Good tactics can save even the worst strategy. Bad tactics will destroy even the best strategy"

- Gen. Patton

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STRATEGY ACTIVATION & CASCADING

Our Strategy Activation and Cascading Solution closes the biggest gap which often occurs after the huge resources and attention that often go with Strategy Development. With the Strategy Development stage often seen as the anticlimax, momentum tends to wane thereafter.

Key Activities Under Strategy Activation & Cascading include:

- Firm-wide Visual Thinking & Engagement
- Units' Action Planning
- Units' KPI tracking
- Units' Roles & Delivery Tracking

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STRATEGY EXECUTION MONITORING & EVALUATION (M&E)

"No matter how good today's strategy is, you must always keep reinventing it."

- Constantinos Markides

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STRATEGY EXECUTION MONITORING & EVALUATION (M&E)

This is a critical phase in the execution path. Our unique Strategy Execution Monitoring & Evaluation solution involves a series of well defined tools and initiatives that are routinely carried out by your teams alongside ours. In the process, we intermittently provide you with independent and holistic assessment against the defined initiatives and KPIs.

Our independent role here again, compels a visibly higher level of stakeholder commitment to ownership and delivery.

The following tools and initiatives are performed under this solution:

- M&E Governance Framework
- Performance Review & Scoring Framework
- Internal & Independent Reporting Framework (Exco & Board)
- Problem Escalation & Resolution
- Consequence Management Framework

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STRATEGY PERFORMANCE & IMPACT REPORTING

-EXCO & BOARD

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STRATEGY PERFORMANCE & IMPACT REPORTING -EXCO & BOARD

We provide independent dashboards and reports to the management and the board (where requested). These enable you to see at a glance where you are, what's working for you and what's not.

These reports also cover quick interventions needed to unlock bottlenecks in the executions process or swiftly correct execution faults.

The following tasks are performed under Strategy Performance & Impact Reporting:

- Performance Reporting
- Key Impact Areas Definition
- Impact Assessment
- Independent Impact Reporting (EXCO)

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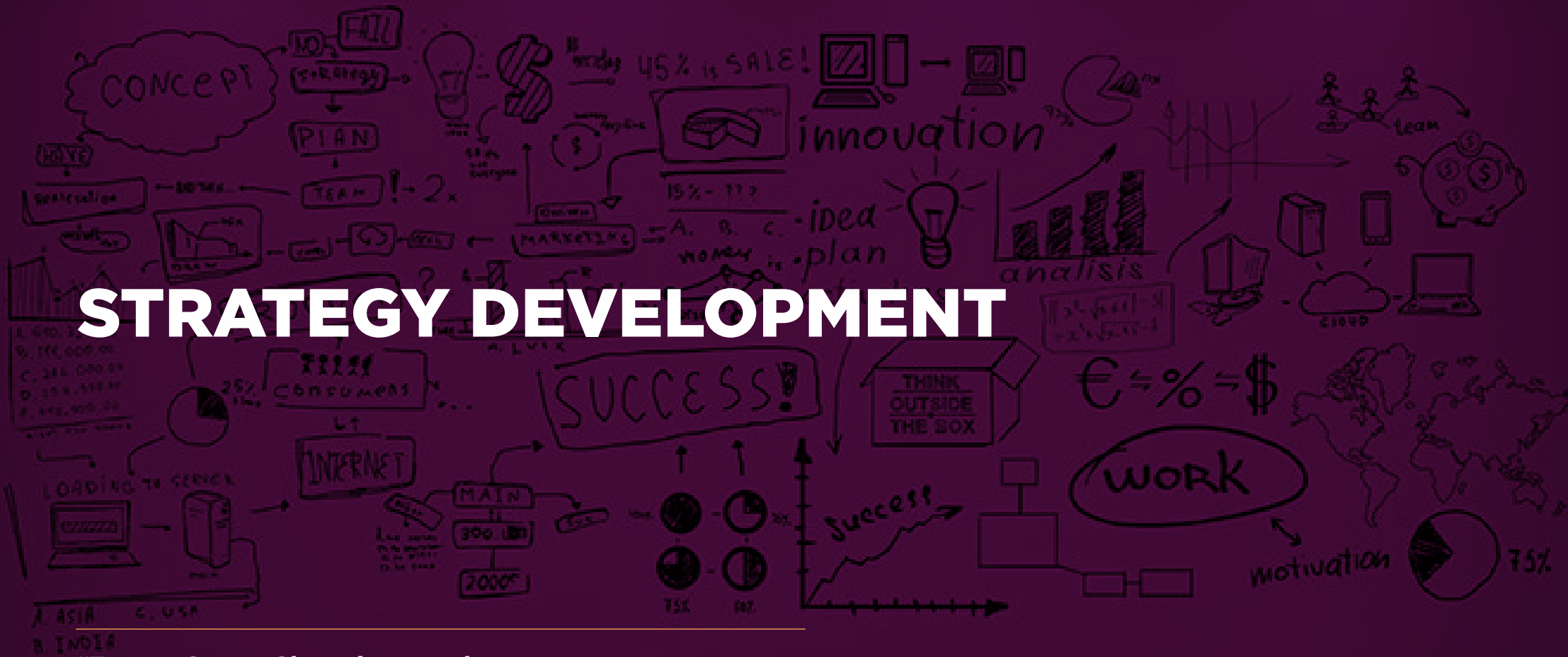

STRATEGY DEVELOPMENT

**"To get Game-Changing results,
start focusing on Game-Changing thoughts."**
- Robin Sharma

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STRATEGY DEVELOPMENT

H. Pierson provides business leaders with Strategic Plans that derive from a high level of engagement, research, innovation, and risk-based strategic choices.

We offer the following deliverables under Strategy Development

- Strategic Intent Development
- Corporate Objectives & their Risks Mitigants
- Corporate Strategy Development
- Business Strategy Development

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EXECUTIVE RETREAT FACILITATION

“The competitor to be feared is one who never bothers about you at all, but goes on making his own business better all the time.”

- Henry Ford

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EXECUTIVE RETREAT FACILITATION

Our retreats include three essential elements: An intensive pre-program consultation and data analysis phase, the retreat, and then, a post-program report and roadmap delivery phase.

We have also mastered the ability to deliver to you, virtual or physical retreats, or a good blend of both

Our Executive Retreats could cover any of the following:

- Strategy Activation Retreats
- Strategy Validation Retreats
- Strategy Development Retreats
- Performance Review Retreats

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WHY US?

"No matter how good today's strategy is, you must always keep reinventing it."

- Constantinos Markides

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WHY US?

We have over three decades delivered highly bespoke best-in-class Strategy Activation, Cascading and Execution solutions to support our clients across different sectors, in driving their growth and high performance goals.

We therefore remain unrelenting in delivering complex and simple strategy execution assignments for our numerous clients.

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WHY US?

Our proposition is characterized by a commitment to:

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INDUSTRY EXPERTISE

No two industries are the same.

H. Pierson Strategy Activation & Execution Advisory offers deep, practical strategy execution expertise that is supported by domain knowledge experts

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Our Sample Industries

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OUR FOOTPRINTS

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OUR FOOTPRINTS

With our deep experience and expertise in Strategy Activation & Execution, we have worked closely with our numerous clients across sectors to build visually compelling business cases for change, devise detailed implementation roadmaps, efficiently and effectively manage the change process, and measure progress against relevant metrics.

Our customer and transaction selection philosophy ensures that we continue to sustain our customized solutions to each client we serve across these chosen markets.

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SAMPLE CASE STUDIES

**“To get Game-Changing results,
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CASE STUDY

BANKING SECTOR

CLIENTS: A top ten Banking Institution

Business Challenge:
A major financial services industry player needed to Develop and Implement a five-year strategic plan largely premised on aggressive balance sheet growth, market share growth, customer excitement and a well-equipped workforce.

Solution:
We carefully crafted the Strategic Plan and methodically activated passion and ownership companywide. The plan was cascaded to the various units, with execution closely tied to the performance management framework for the staff. The entire process was very closely monitored with quick responses to observed challenges.

From the number nine position, the bank became one of the top-five within the first three years of implementing the strategic plan.

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CASE STUDY

PUBLIC SECTOR

CLIENT: A leading Sub-national Government

Business Challenge:
Our client, a state government, needed to develop, activate, cascade and enforce the execution of a 4-year Strategic Plan. The goal was to instill private-sector-type ownership buy-in across all stakeholders, as well as develop monthly, quarterly and annual deliverables and milestones for each of the governmental units throughout the first four years. This was also towards institutionalizing a Monitoring, Evaluation, Reporting and Reward/Recognition system that instilled performance discipline among all the governmental units.

Solution:
This was carried out for over two 4-year planning periods, totalling eight years. The result was that the state became the role model for Strategy Execution across peer state governments, and was recognized for this by the National Planning Commission and various donor agencies.

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CASE STUDY

PUBLIC SECTOR

CLIENT: Another Leading Sub-national Government

Business Challenge:
The state needed an African Firm with strong understanding of local peculiarities, to partner with a global firm towards generating its long-term Developmental and Funding Strategy.

It also needed the African firm to cascade the Developmental Strategy to its 24 Ministries, Departments and Agencies (MDAs), develop a Monitoring & Execution Framework, and facilitate a series of high impact Executive Committee Retreats, towards periodically tracking performance and accountability.

Solution:
This was carried out for four years with clear monthly, quarterly, annual deliverables and milestones for each Ministries, Departments and Agencies (MDAs). Implementation is still in progress.

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CASE STUDY

We also developed the Execution framework driving the implementation of the MDA Action Plans, provided various communication and engagement initiatives to drive strategy adoption, ownership and execution

POWER SECTOR

Business Challenge:
Our client, a leading Power distribution firm, requested our services to fast-track stakeholder engagement & buy-in to their Strategic Intent and their key Strategic Initiatives. Also to reverse current strains in their work culture and redirect same towards their core values and an Agile-based approach.

Solution:
Our visual engagement initiatives increased employee engagement and buy-in, thereby accelerating re-direction and adoption by all key stakeholders.

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CASE STUDY

REAL ESTATE

Business Challenge:
Our client, a Real Estate group of companies, had challenges with getting employees on the same page with their strategy, adequately defining & measuring what mattered most, and then driving accountability with performance management mapped from their strategy.

Solution
Our techniques increased employee engagement, buy-in and ownership, thereby accelerating adoption and execution by all key stakeholders firm-wide.

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WHO WE ARE

“No strategy works until it is executed.”

— Nitin Namdeo

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WHO WE ARE

H. Pierson is your trusted Strategy Activation & Execution Advisory partner in Africa

- We are dedicated to helping organizations design, synchronize, and execute their organizational strategies.
- We partner with an array of clients to create a compelling picture and cross previously uncharted territories.
- H. Pierson Advisory has over three decades of experience in impacting several leading Institutions from both the public and private sectors.

WHO WE ARE

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- Our services include incisive approaches to strategic planning with embedded responses to unexpected events and dynamic environments.
- Our approach ensures 100% achievement of your organizational goals.
- We provide flexible engagements with defined deliverables you can bet on.

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OUR PARTNER

**“Good tactics can save even the worst strategy.
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XPLANE Consulting, USA is one of the foremost global design consultancies that combine a unique approach of hands-on visual thinking, co-creation, and people-centred design with management consulting expertise to drive organizational transformation and bring visions to life.

The twenty-five-year-old consulting firm specializes in Strategy Development, Strategy Activation, Change Transformation & Process improvement and has served over 100 of the Fortune 500 Companies, such as Bank of America, Bank of England, Microsoft, General Electric, Apple, Coca Cola, Shell, BP, Harvard Business School, The Royal Mail, etc.

Their clients are also spread across several continents and 16 industries such as the Financial Services, Government, Automotive/Transport, Power, Consumer Goods, Not-For-Profit, Education.

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OUR PARTNER

The H. Pierson-XPLANE partnership is a powerful combination. XPLANE's diverse global team based out of Portland, Oregon, USA, combines its strategy expertise as a Fortune-500-focused management consulting firm with the creative power of a design studio.

This derives from its renowned trademark as a "Visual Thinking Company". Its unique approach combines hands-on visual thinking, engaging workshops, and collaborative co-creation with stakeholders.

This is complementary to the H. Pierson team's agile approach to focused strategy execution monitoring and evaluation, which bridges the gaps between strategy development and execution, and uniquely assures fast strategy adoption, institutionalization and impact optimization.

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CONTACT US

strategy@hpierson.com

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