

Strategic Support for Principal Members

Indicative options for flexible strategic advice, leadership support and organisational development input

As a Principal Member, you have access to up to **three hours of Strategic Support each month**.

Strategic Support gives you direct access to Gavin Bryce for high-quality strategic advice, leadership challenge, and organisational development support.

It is designed to provide focused, practical input on the issues that matter most to your organisation, whether you need to shape a decision, test strategic options, strengthen performance, develop leadership capability, or move a key priority forward with greater clarity and confidence.

Support is flexible and tailored to your priorities, challenges, and stage of development. It can be used for a single issue, a short burst of focused input, or light-touch support over several months.

The examples below are indicative rather than exhaustive and illustrate the breadth of support available.

Strategy and Decision-Making

- **Strategic Review:** Review your current strategy, priorities, and organisational direction to strengthen focus and alignment.
- **Strategic Prioritisation:** Clarify what matters most, sequence activity realistically, and focus leadership attention on the priorities that will have greatest impact.
- **Options Appraisal:** Evaluate possible courses of action and identify the risks, opportunities, and trade-offs associated with each.
- **Business Case Development:** Develop clear, credible cases for investment, change initiatives, restructuring, or growth.
- **Decision Support:** Provide objective challenge and

Performance and Operating Effectiveness

- **Operational Review:** Identify opportunities to improve efficiency, effectiveness, and organisational performance.
- **Service Review:** Assess the effectiveness of services, programmes, or operational functions.
- **Process Mapping:** Visualise and analyse critical business processes to identify delays, duplication, and opportunities for improvement.
- **Workflow Development:** Design more effective ways of working across teams and functions.
- **Performance Improvement:** Identify barriers to performance and develop practical improvement plans.

perspective on significant leadership or organisational decisions.

- **Governance Review:** Review governance arrangements, decision-making structures, and leadership oversight.
- **Stakeholder Mapping:** Identify key stakeholders, assess influence, and develop engagement strategies.
- **Partnership Strategy:** Explore opportunities for collaboration, alliances, and strategic partnerships.
- **Scenario Planning:** Explore future risks, opportunities, and alternative strategic outcomes.
- **Board Paper Review:** Review and challenge proposals before they reach your Board or Executive Team.

- **KPI and Dashboard Review:** Develop or refine performance measures and reporting arrangements to support better oversight and decision-making.
- **Organisational Design:** Review structures, roles, responsibilities, and decision-making arrangements.
- **Role Clarity Review:** Clarify responsibilities, accountability, and interfaces across teams.
- **Meeting Effectiveness Review:** Improve the purpose, structure, and value of leadership or team meetings.
- **Capacity and Resource Planning:** Ensure people, systems, and resources align with strategic priorities.

Leadership, Teams and Capability

- **Leadership Team Development:** Strengthen alignment, trust, accountability, and effectiveness within leadership teams.
- **Senior Team Alignment:** Support leaders to align around priorities, behaviours, and collective ownership.
- **Leadership Coaching Conversations:** Provide space for senior leaders to think through challenges, decisions, and leadership dilemmas.
- **Team Workshops:** Facilitated sessions focused on

Change, Transformation and Implementation

- **Change Planning:** Develop structured approaches to organisational change.
- **Change Readiness Assessment:** Identify barriers, risks, and opportunities before implementation.
- **Implementation Planning:** Translate strategic intent into phased delivery plans, responsibilities, and timescales.
- **Transformation Support:** Provide challenge and support for complex change programmes and strategic initiatives.

communication, collaboration, planning, or performance.

- **Team Culture Development:** Strengthen team culture, behaviours, and ways of working.
- **Manager Development Support:** Provide practical support for developing middle managers or emerging leaders.
- **Succession and Talent Planning:** Identify leadership risks and develop future leadership capability.

- **Change Sponsorship Support:** Help senior leaders clarify their role in sponsoring change effectively and visibly.
- **Transformation Risk Review:** Identify delivery risks, dependencies, and barriers to successful implementation.
- **Communications Planning:** Develop leadership communication approaches during periods of change.

Digital, AI and Systems Improvement

- **Digital Strategy Support:** Clarify digital priorities in support of wider organisational goals.
- **AI Opportunity Review:** Identify practical applications of AI within your organisation.
- **AI Readiness Assessment:** Assess organisational readiness for AI adoption across strategy, governance, data, capability, and implementation planning.
- **AI Implementation Planning:** Develop practical approaches for adoption, governance, and phased implementation.
- **Digital Workflow Improvement:** Use technology to improve efficiency and reduce manual activity.
- **Data and Insight Review:** Improve how data is used to inform decision-making, performance management, and planning.

Facilitation, Challenge and External Perspective

- **Board Meeting Attendance:** Attend Board meetings as an independent adviser, observer, or facilitator.
- **Executive Team Attendance:** Participate in leadership team meetings to provide challenge and perspective.
- **Away Day Facilitation:** Design and facilitate leadership away days, strategy sessions, or planning workshops.
- **Independent Challenge Session:** Stress-test plans, assumptions, and decisions in a structured and constructive way.
- **Difficult Issue Facilitation:** Provide neutral facilitation for complex, sensitive, or stuck issues.
- **Proposal Review:** Provide objective review and challenge of major proposals, papers, or plans

- **Technology Adoption Support:** Improve the implementation and uptake of new systems and tools.
- **CRM Review and Development:** Review CRM effectiveness, architecture, and opportunities for improvement.
- **Automation Opportunities Assessment:** Identify opportunities to automate repetitive tasks and processes.

before wider discussion or submission.

How members typically use Strategic Support

Members typically use Strategic Support to work through a live leadership or organisational issue, test ideas before making an important decision, prepare for a Board or Executive discussion, access an external perspective on strategy, structure, or change, or get focused support on a specific challenge over a number of months.