



THE NIGERIAN ACADEMY OF SCIENCE

Academy Synergy Building Sessions (ASBS)

THE STRATEGIC PLANNING PROCESS

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DEVELOPING A STRATEGIC PLAN

WHAT IS STRATEGIC PLANNING?

Setting Priorities



Outcomes



Energy



Resources

Why Plan?

Direction/Purpose



Ownership/Responsibility



Efficiency



Why Plan?

Stakeholder Engagement



Performance Assessment



Sustainability



Essential Contents of a Strategic Plan

01



02



03



04



Vision and Mission

Vision



What do we hope to achieve
in the future?

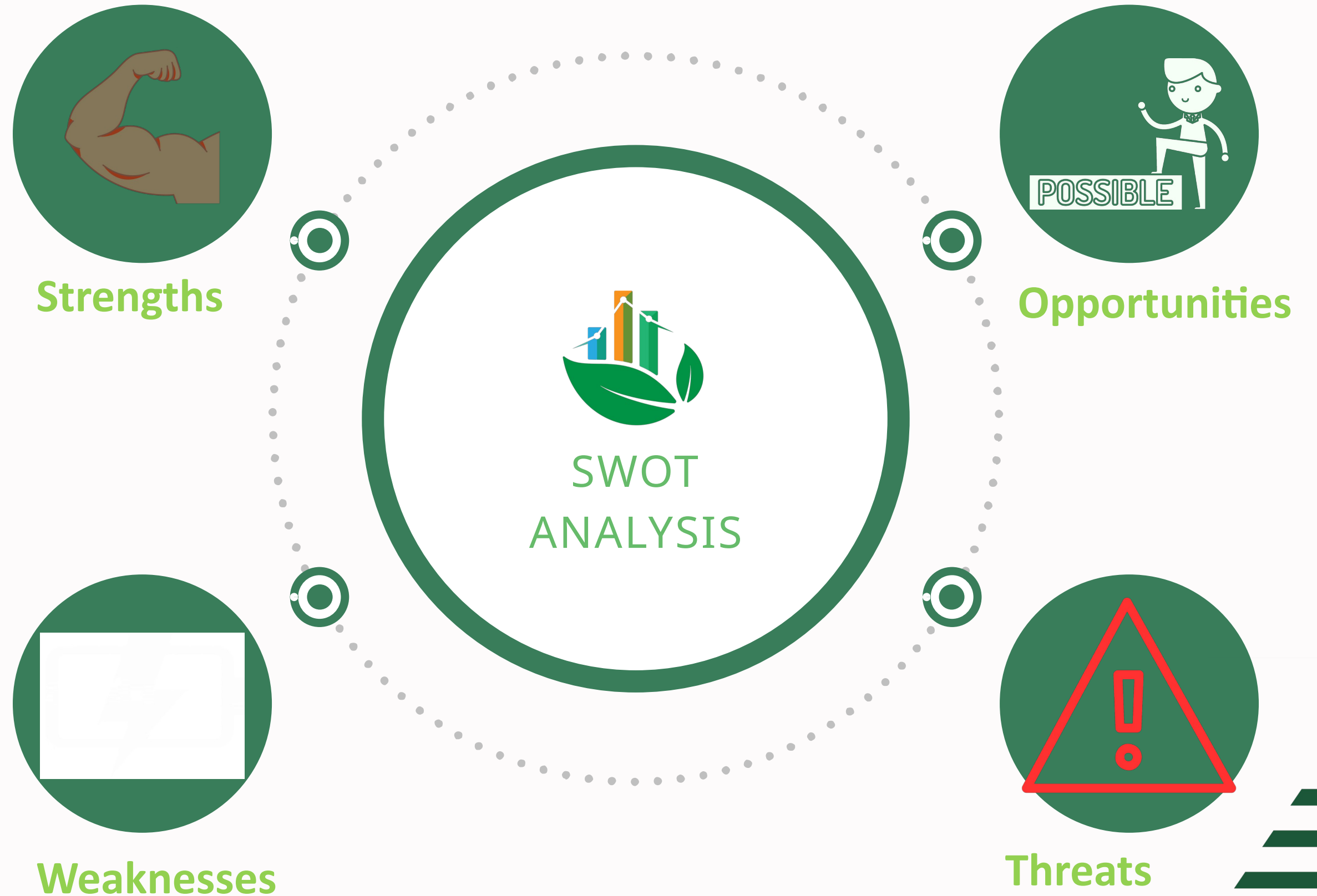
Mission



What are we doing now to see
that future

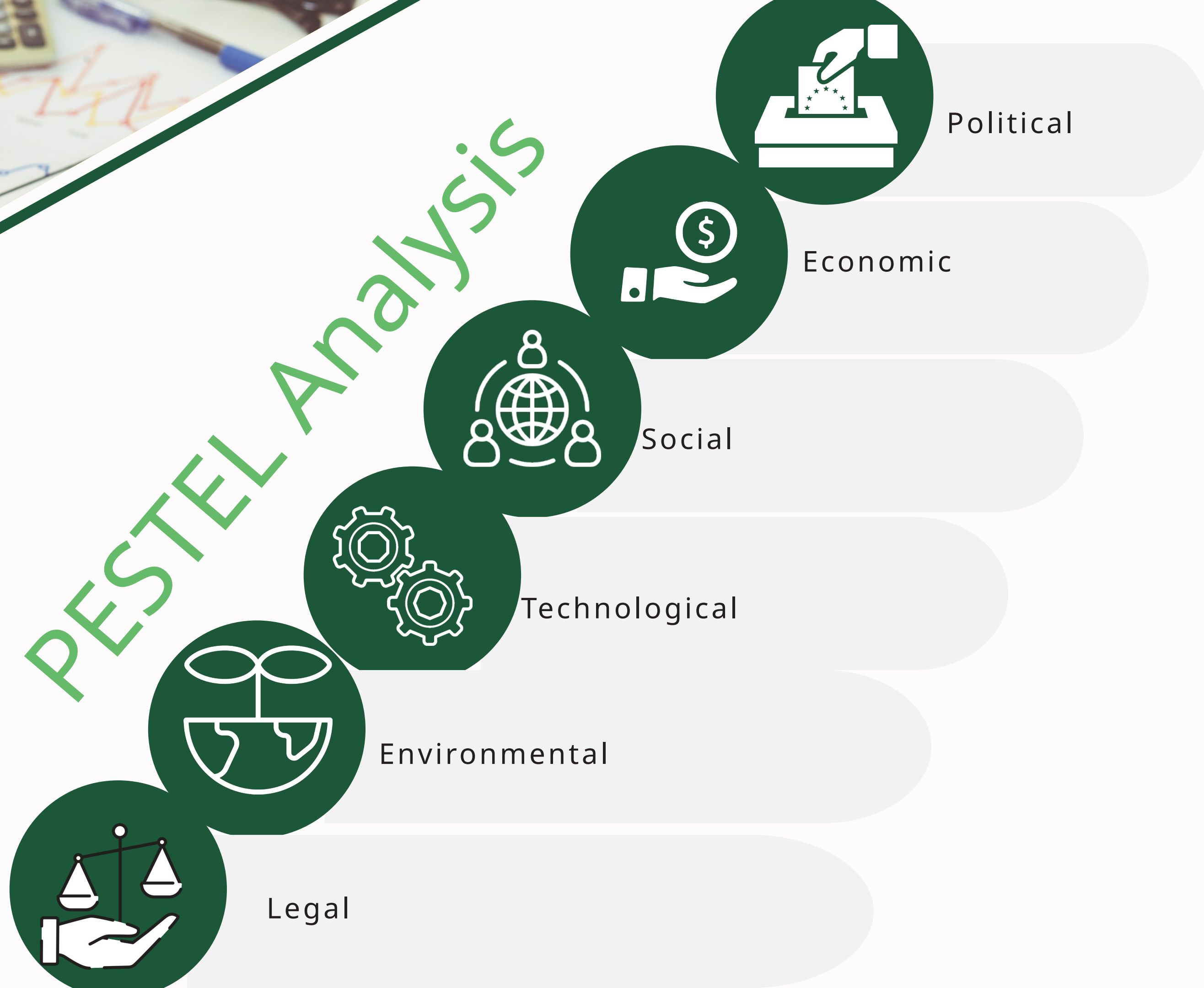


Situational Analysis



Situational Analysis

PESTEL Analysis



Comments?



GOAL SETTING AND STRATEGIC OBJECTIVES

Goals

Outcomes (change) we want to achieve

Objectives

Measurable steps to reach Goals

Activities

Specific actions to reach Objectives

EFFECTIVE GOAL SETTING (SMART GOALS)



Specific



Measurable



Attainable



Relevant



Time-bound

Spot the SMART Goal

A

We, the Wakanda Academy of Science, will produce more publications.

B

We, the Wakanda Academy of Science, will produce quarterly policy briefs, amounting to 4 briefs in a year, thereby strengthening our advisory function.

Action Plan

Activities

Actions linked to objectives and goals

Owners

Who is responsible?

Timeline

When are actions due?

Resources

What is needed to deliver?

Tracking Progress

KPIs, Targets





STRATEGIC PLAN IMPLEMENTATION





• Strategic Plan + Organizational Alignment= Successful Implementation

- Engagement/Buy-in is critical- Leadership, Managers, Teams, Individuals, external stakeholders
- Clarify the big picture- we plan to achieve.....
- Communicate the specifics- Vision, Mission, Goals, Objectives, Activities, KPIs
- Develop Schedule for Updates- Periodic Progress Reports



Organizational
Structure
Alignment

- Implementation is dynamic; subject to external and internal factors
- These might precipitate change; change should be embraced and managed effectively
- Effective change management includes:
 - Identifying what needs to change
 - Implementing the change
 - Planning for the change
 - Communicating the change

Change
Management

MONITORING AND EVALUATION



Monitoring

Gathering information to
track progress.
How are we doing?
Are corrections needed?

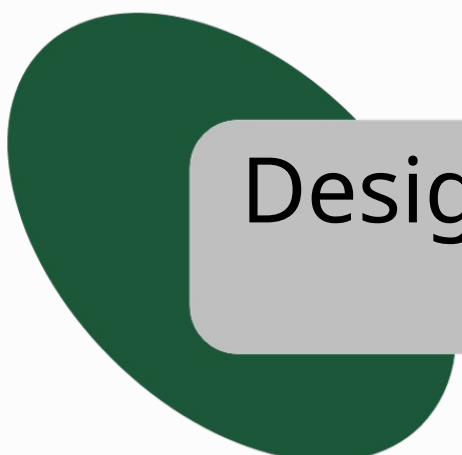


Evaluation

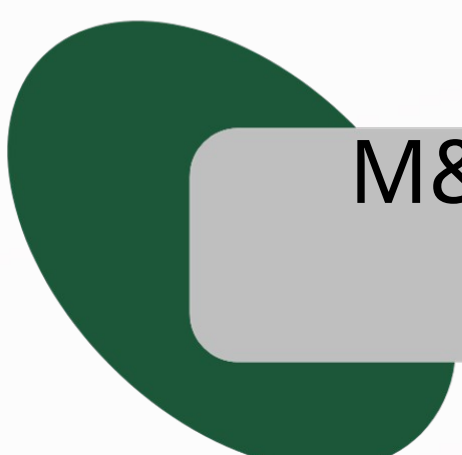
Assessing achievement of
goals and objectives.
How well did we do?
What can we learn?



Select measurable KPIs,
and realistic targets



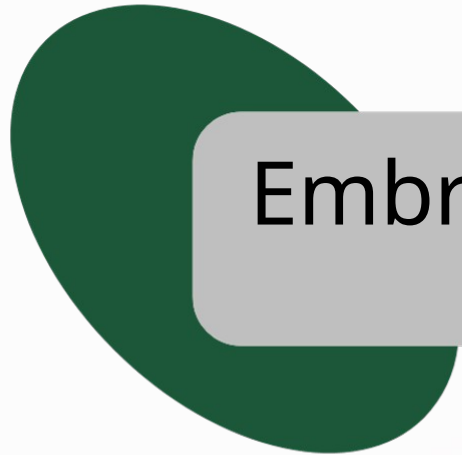
Designate an M& E Officer



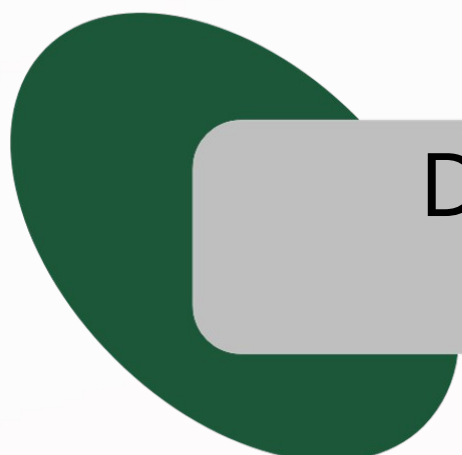
M&E system, frameworks,
reporting schedules



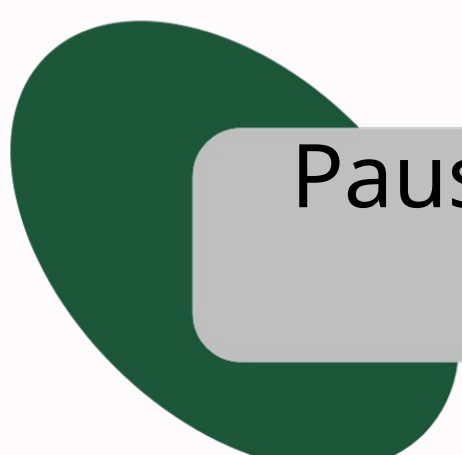
Some Tips for
M&E



Embrace necessary changes



Designate roles and
responsibilities



Pause and reflect/periodic
reviews

THANK
YOU

