



Strategy and Planning Services

There are many well-known reasons why strategies and plans don't get implemented, and we support our clients in reducing the chances that these will affect them. We work with our clients to develop plans at different levels in an organization - including the strategic, project, operational, and task levels. Planning encompasses setting objectives, mapping timelines and developing budgets and financial plans.

- Strategic planning
- Project and Task Planning
- Budget Reviews and Financial Planning
- Implementation coaching

Our support to planning processes involves individual and group processes. We often facilitate planning meetings and workshops (ranging from as few as three people to as many as 150 people) and we coach clients to ensure their plans are successfully implemented.

Selected Recent Assignments

National Association	Designed and facilitated strategic review and planning processes for two programs in the Association. Consulted with staff on developing a strategic approach for the next phase of their work, and assisted staff in making decisions about program priorities.
International Agency	Provided the manager of a \$3 million program with strategy, stakeholder engagement, and project management advice that enabled the successful re-positioning of the program.
International Agency	Developed and facilitated a series of "Implementation Planning" workshops that allowed new project teams to prepare detailed and realistic project implementation plans. Consulted with project teams in a variety of countries.

Selected Client Feedback

Michael Randel facilitated a strategic planning workshop in June 2010 for the Office of Development Finance at CHF International. During the planning stages, Michael worked closely with me to understand what we want to achieve in our facilitated discussions, then developed processes that helped us design and agenda that define our objectives and creatively allocate time for discussion and participation of all stakeholders. He spent extra hours with us helping to define what we needed to achieve and how to bring a diverse group of stakeholders from many nationalities, languages and backgrounds together.

He is an excellent facilitator in every sense of the word: everyone in the workshop at the opportunity to voice opinions, ask questions, and raise any concerns. Despite the aggressive amount of content we hope to cover in one day, and the 50 participants, Michael ensure that we stay on schedule and achieved our goals for the meeting. We received excellent feedback on both the agenda and structure of the day, as well as Michael as an external facilitator. I would highly recommend to any organization seeking external help in thinking through processes and facilitated group discussions similar to ours.

*Elissa McCarter
Director, CHF International*

“Michael is an ideal business partner - experienced, creative, supportive and positive. His flexibility and confidence allow him to be a true team player -- he can take the lead or share responsibilities, as the situation requires. He is rare combination of excellent listener and results-oriented achiever. Clients show a great deal of confidence in Michael, and I've seen only very positive feedback from them about his work.”

*Sue Jacobs Matzen
Maersk Lines*

The words that come immediately to mind when I reflect on our experiences working together as colleagues at the World Bank are integrity, professional, quality. Michael is one of those rare individuals who has the ability to connect both academic and intellectual rigor with a finely tuned sensitivity to client needs. While he is extremely flexible, he never shoots from the hip; Michael is always well grounded in a proven process, theory or methodology. Clients consistently report feeling in safe hands, even as they are pushed to higher levels of performance by Michael.”

*Michael Ciszewski
Campden Hill Consulting*

“Our company faces multiple, complex challenges, entailing long-range planning, reorganization and launching new ventures. Michael has provided crucial assistance to the leadership of the organization, as well as my specific project, in a wide variety of areas. His patience, humor, diplomacy and broad knowledge of his field has been invaluable.”

*Beth Merritt
Center for the Future of Museums/AAM*