E3A1: The strategy process

- Business ecosystem: network of organisations involved in delivery of a product via competition. or cooperation; all components impact each other to create a constant evolving relationship in which organisations must be flexible and adapt to survive
 - Helps businesses to navigate rapidly changing business environment driven by technological advances and globalisation
- Strategy: course of action, including specification of resources required, to achieve a specific aim: the direction and scope of an organisation over the long term (Johnson, Scholes & Whittington)
 - Involves setting future plans of the organisation and requires a detailed understanding of:
 - Resources: le cash, · Ecosystem: ie markets, politics, the Stakeholders: assets, employees economy, competitors, customers expectations
 - · Strategic business unit (SBU): department within an organisation for which there is an external market for products distinct from other units

Advantages of formal, long-term planning	Disadvantages of formal, long-term planning
Forces managers to look ahead to the long-term	Shod term pressures: difficult to motivate managers to achieve long-term strategies when short-term problems can consume daily work.
Improved control and goal congruence: as mission and objectives are communicated to management	Contradictory needs of stakeholders: thus difficult to create overall mission and corporate objectives:
Helpful for less skilled/experienced managers	Management distrust: towards management accounting techniques
Identifies key risks: create contingency plans	Accurate forecasting: difficult over the long-term
Ensures no strategic drift	Bounded rationality: long-term strategy is often based on incomplete analysis due to time and knowledge constraints; thus key issues are missed
Encourages creativity	Bigidity: managers often follow plans at all costs; stifling initiative
Easier for the business to raise finance	Expensive and time-consuming

LEVELS OF STRATEGY: all levels are linked; corporate strategy will only succeed if supported by the day-to-day activities of functional strategy

- A Corporate (strategic) level: which markets should the organisation operate in
 - Acquisitions and disposals
 - Entering new or leaving existing industries
- B. Business (management) level: how should the organisation successfully compete within each market to achieve competitive advantage; how should each strategic business unit (SBU) behave
 - Achieve advantage over customers
 - Meet the needs of key customers
 - Avoid competitive disadvantage
- C.Functional (operational) level: practical, day-to-day operational strategies of the organisation;
 - Human resources (HR) strategy
 - Marketing strategy
 - Information systems (IS) and technology (IT) strategy

TYPES OF STRATEGY: spectrum of four models an organisation can use to develop a strategy Formal planning approaches suit firms:

- In stable industries where there is time to undertake strategic analysis
- With inexperienced managers, as formal planning provides a series of guidelines and ensures they are familiar with the organisation . Do not need to raise significant finance
- Informal planning approaches suit firms: In dynamic industries where there is little time to
- undertake strategic analysis With experienced managers able to quickly
 - identify and react to environmental changes

Rational model (Johnson, Scholes & Whittington) (most formal): logical, time-consuming, step-bystep approach: following a series of defined stages to create a strategy

- Strategic analysis: analyse existing circumstances; internal, external, stakeholder, gap analysis
 - Mission & objectives: decide what the organisation needs to accomplish Position & appraisal: detailed analysis to understand operations and external environment
- Strategic choice: generate, identify and select appropriate strategies
- 3. Strategic options: suggest strategic options that help achieve overall mission
- Evaluation & choice: pick the strategic option
- Strategic implementation: undertake and implement the chosen strategies
 - Implementation: of the chosen strategy
 - Review & control: review strategy implementation against initial mission and objectives.

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