





### Dr. Kit Silcox, Author

Kit brings over 30 years experience as a professional learning and decision facilitator to the **Milestones 3.0** process. He built **Professional Advisors** into a highly respected organizational development organization. He has facilitated strategy creation processes for both large international organizations and small local ones, in virtually every economic sector. It is common for his clients to continue their working relationship for many years, for many different purposes.

Kit has university degrees in business, management sciences and engineering. He has operated a successful manufacturing company, been a professor at three universities and colleges and has operated three different organizational development enterprises.

### Major Benefits to the Organization

- Much better bottom line over the long run
- Better use of all it's resources
- Delivering the best products to the best clients
- More attractive image in its market & community
- Everyone pulling in the same direction
- Long-term stability for everyone

### Major Benefits to Leaders

- Confidence in the future of the organization
- Greater ability to use their creativity
- Reduced stress in leading the organization
- Powerful teamwork at the top
- Everyone deeply involved and committed.
- Stronger sense of doing the right thing

### The Format and Features

As the program unfolds, the leadership team builds an understanding of the organization, determines what business it will be in far into the future, develops a vision of what it will look like, and creates short-term goals to move the organization towards the mission and vision. The team builds success plans designed to develop the organization to be even more successful in the future.

### Decisions Resulting From Milestones 3.0

- Strategic Advantages & Disadvantages
- Central Values and Mission
- Vision: 5+ Years into the Future
- Overall Strategy & Performance Targets
- Comprehensive Market Strategy
- Organization Development Strategy
- Strategic Priority Goals and Champions
- Success Plans
- Strategy Communication Plan
- Selection of a 'Champion of Champions'
- Strategy Action Plans
- Strategy Review Meetings
- Periodic Success Reports