
SYNTROPIO AI COWORKER

Strategy & Governance

For leadership teams connecting direction, governance
and execution

The strategy is decided. Execution is still deciding.

Strategies rarely fail at the offsite. They fail in the space between direction and daily decisions — where governance is unclear, priorities compete and the narrative fragments. The work is about keeping strategy, decision rights and execution connected.

The strategy deck is excellent; the organization runs on last year's priorities.

Nobody is quite sure who decides what.

Every forum re-litigates decisions already made.

The board asks a question; the answer takes three weeks to assemble.

WHAT THIS WORK SHOULD DELIVER

Direction that holds

Strategic choices made explicit — and connected to execution.

Clear decision rights

Governance where everyone knows who decides what.

Aligned leadership

One narrative, from board to operations.

Decisions that stick

Made once, kept with their reasoning, built on.

From strategy as a document to strategy as the way decisions get made.

Five practical capabilities, grounded in the discipline model.

#	CAPABILITY	WHAT IT PRODUCES
1	Strategy development support	Strategic objectives, principles and trade-offs clarified and structured for decision.
2	Governance mapping	Structures, roles and decision rights mapped — gaps against practice named.
3	Strategy-to-execution analysis	Where direction and daily priorities diverge, shown with evidence.
4	Option & decision papers	Option papers and decision-support memos with pros, cons and implications.
5	KPI & principle design	KPIs and governance principles that fit the operating model.

IN PRACTICE — SIDE BY SIDE IN YOUR WEEK

Before the board meeting — it prepares the decision-support memo: options, implications and the question actually being asked.

In the governance review — it compares your structure with recognized practice and names the gaps.

When priorities collide — it lays out the trade-offs against the strategy, so the discussion starts from the same picture.

WHAT IT NEEDS FROM YOU

Your strategy and governing documents as they stand, the operating model and decision structures, and honest input on where practice diverges. Decision support, never decision-making — board and executive authority stays explicit; KPI figures live in your systems and are read by reference; no invented benchmarks.

What it stands on — and where to begin.

PROFESSIONAL FOUNDATION

Strategy development and execution · corporate governance and decision science · operating-model and organizational design · performance management · scenario and option analysis · prioritization and portfolio thinking · KPI and OKR design

STANDARDS & REGULATORY LANDSCAPE

COSO · ISO 37000 · ISO 38500 · Balanced Scorecard and OKR principles · governance codes at your adoption level · company law and board-responsibility awareness · GDPR governance aspects · market-sensitive-information discipline

A curated selection. Standards apply at your organization's adoption level. Regulatory references reflect the Norwegian baseline — adapted per market and sector, and verified against current sources in every engagement.

WORK WITH SYNTROPIO ON —

Four examples in ascending ambition — from a question in the meeting to a governed rhythm across the organization.

ASK	"Which of our strategic goals has no owner, no measure — or no movement?"
PRODUCE	"Prepare the strategy review pack — status per goal, the decisions needed, one page per theme."
SCHEDULE	"Run the governance calendar as a rhythm — agendas, pre-reads and minutes with decisions traced."
CONSOLIDATE	"Consolidate unit plans against strategy — where they reinforce, where they diverge, what the board should see."

A discipline of Syntropio, the Operating System for Organizational Intelligence — activated as your organization's own instance, grounded in your sources, governed within agreed boundaries and reviewed by qualified people.

BRING ONE REAL CHALLENGE

Bring one real strategic choice or governance question. We'll explore how Syntropio can help your leadership team decide from a clearer, more defensible picture.

Mikal Eie — Omnio AS · mikal.eie@omniogroup.no · +47 97 50 97 26 · omniogroup.no