

Smart City Promotion Policy and Strategy

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Working Experience

- Professor of Soongsil University(Sept 2011~)
- Researcher, ZTC Corrporation(2013.9~)
- Researcher, UNIZON Corporation(2010.4.~2011.9)
- Researcher, the Korea Chamber of Commerce Industry(March 2002 ~ January 2004)

Educational Background

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- BA on Accounting, Soongsil University(March. 1992 ~ Aug., 1998)
- MS on Accounting Information System, Soongsil University (March, 1999 ~ Aug., 2001)
- Ph.D. on Management Information Systems, Soongsil University (March. 2002 ~ Feb., 2008)





- 1. Digital Economy
- 2. What's Smart City
- 3. Challenges for Smart Cities
- 4. Capability Framework and Maturity Model
- 5. Smart Cities in Korea
- 6. Appendix for AP





Continuous advances in technology are driving the digital economy

 Digital technology shows a spectacular growth in capacity and price /performance, for example in internet bandwidth and traffic, processor speed and storage capacity. This pace of this growth outperforms any other technology Monthly volume (in Peta Byte) of AMS-IX Internet Traffic



Processor speed benchmark of iPhone generations



Source: iphonebenchmark.net

Gordon Moore's Law: Computing power doubles every two years, and decreases in relative cost. The law fits data from 1970 to 2014.

Jakob Nielsen's Law of Internet Bandwidth: The speed of a high-end user connection grows by 50% per year. The law fits data from 1983 to 2014.



Source: https://ams-ix.net/technical/statistics/historical-traffic-data

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Digital technology is enabling big shifts in the economy

- Smart Cities: part of the broader Digital Economy
 - Smart Cities are not an isolated phenomenon but are part of a broader transition towards a digital economy





Network effect

• It is the positive effect described in economics and business that an additional user of a good or service has on the value of that product to others

Increasing returns to scale

An increasing returns to scale occurs when the output increases by a larger proportion than the increase in inputs during the production process. For example, if input is increased by 3 times, but output increases by 3.75 times, then the firm or economy has experienced an increasing returns to scale

Convergence

Convergence is the coming together of two different entities, and in the contexts of computing and technology, is the integration of two or more different technologies in a single device or system



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Digital technology is enabling big shifts in the economy

- Everything can be digital, will be digital: entirely, in part, and augmented with apps
- Shift to subscription based business models
 - VoD, Netflix
- Shorter product life cycles
- Information transparency
- Digital is the new normal
- Trust and reputation
- On-demand
- Disintermediation
- Manual work is automated / robotized
- Processes become data-centric
- From 'push' to 'pull'
- Mobile processes

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• From efficiency to fast learning





What's Smart Cities – Delloitte point review

- A city is smart when investments in (i) human and social capital, (ii) traditional infrastructure, and (iii) disruptive technologies fuel sustainable economic growth and a high quality of life, with a wise management of natural resources, through participatory governance
- UN: A smart sustainable city is an innovative city that uses information and communication technologies (ICTs) and other means to improve quality of life, efficiency of urban operation and services, and competitiveness, while ensuring that it meets the needs of present and future generations with respect to economic, social and environmental aspects as well as cultural



New Connectivity, New Experience



- The smart city concept integrates information and communication technology (ICT), and various physical devices connected to the network (the Internet of things or IoT) to optimize the efficiency of city operations and services and connect to citizens.
- It can allows city officials to interact directly with both community and city infrastructure and to monitor what is happening in the city and how the city is evolving.
 - Traffic congestion, losing cost due to electricity shortage, Water lost and waste in the distribution system, cover & monitor senior people



The global smart cities market size

- Valued at USD 563.36 billion in 2016
- Be estimated to grow significantly over the coming years.







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Smart cities emerge as the result of many smart solutions across all sectors of society



It's fueled by a combination of disruptive technologies and social innovations.

• Most new technologies and social innovations are disruptive on their own. The combination of them is even more powerful and creates a 'perfect storm' of disruption



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It combines changing human behavior with the use of data and innovative technology.

• True smart solutions combine disruptive technological capabilities with changes in human behavior. The latter can only be achieved by simple, intuitive solutions that appeal to real human needs



Typical smart city benefits are already becoming visible...

• Each sector contributes with its own unique innovations to the overall success of the smart city. Harvesting the potential benefits from all relevant sectors is the challenge of the city





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The imminence of change and the size of impact differs per industry

 Major disruptions in industries like Retail, Media and Banking are already happening. Other industries are expected to follow later. Ultimately, our entire economy will be disrupted



Challenges for Smart Cities

Challenge1 : Disruption of the labor market

- Oxford Univ.(2013)
 - Estimate the change of each job being fully computerized in the next 10 to 20 years.
 - The results were clear : 47% of total employment has a high probability of disappearing due to computerization.
 - Many of those jobs are in the categories Office and administratives upport, Sales and Service.

Challenge2: Winning the 'war on talent'

• Winning the war on talent is a challenge closely linked to the disruption of the labor market, but related to the other side of the 'demand/supply'

Challenge 3: Social cohesion, inclusiveness and solidarity

• Securing that the benefits of smart cities are reaped by all groups in our society alike

Challenge 4: Security and Privacy

• The use of disruptive technologies has downsides too. Our society becomes more vulnerable for cyber crime as much more data is stored digitally and a plethora of physical objects becomes connected to the Internet

Challenge 5: Resilience

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• The ability to prepare for and adapt to changing conditions, and withstand and recover rapidly from disruptions due to deliberate attacks, accidents or naturally threats



Challenges for Smart Cities

- 20 common occupations high at risk (probability < 0.9)
- 1. Telemarketers
- 2. Insurance underwriters, Insurance claims clerks, Insurance appraisers
- 3. Cargo and freight agents
- 4. Packaging and filling machine operators
- 5. Procurement clerks
- 6. Bookkeeping, accounting and auditing clerks
- 7. Real estate brokers
- 8. Counter and rental clerks
- 9. Cashiers
- 10. Dental laboratory technicians
- 11. Electromechanical equipment assemblers
- 12. Administrative assistants
- 13. Counter attendants
- 14. Office clerks
- 15. Receptionists and information clerks
- 16. Postal service clerks
- 17. Paralegals and legal assistants
- 18. Couriers and messengers
- 19. Accountants and auditors
- 20. Truck and tractor operators



Smart City actors

- A smart city is the result of the efforts of many stakeholders, working together in partnerships of different shape and form.
- The citizen / user is at the center of the map, indicating that successful smart cities are always user-centric.



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The roles of city government

• Smart cities are user-centric and citizens are the main category of city users. They engage with the city government in six different roles. A successful strategy is aware of these roles.

STRATEGIST & ADVOCATE

Sets out a clear direction for the city: what is our vision and ambition as smart city and how do we want to realize this? Furthermore: be an active advocate of the city as innovative hub for new business.

SOLUTION ENABLER

Build ecosystems by gathering parties that normally do not work together to deliver creative new solutions that neither of the parties could have realized on its own.

STEWARD

Create an environment in which new businesses and smart solutions can emerge and grow. For example by providing 'open data' and by facilitating start ups.



INNOVATOR & INVESTOR

Apply the principles of innovation in the internal organization and processes. Stimulate innovative solutions by acting as launching customer.

DIRECTOR & REGULATOR

Create or change laws and regulations to allow new business models and disruptive entries, and simultaneously protect the interests of citizens and users of the city.

CONNECTOR & PROTECTOR

Secure modern transportation infrastructures, energy grids and digital networks. Set standards and take measures to make these vital infrastructures resilient and safe.



The roles of civilians

- To be most effective, city government must make deliberate choices on the mix of roles through which it engages city challenges in the most effective way.
- Each role must be developed at a mature level

VOTER

The citizen as voter expects to be represented by elected politicians, who have a clear vision and live up to what they promise

TAX PAYER

The citizen as tax payer expects the government to be efficient and spend tax money wisely. The costs of living in the city most match the quality of living in the city.

LOCAL RESIDENT

The citizen as local resident expects his living environment to have a certain quality: clean, green and with transportation and other services within reach.



PARTNER

The citizen as partner expects to be taken seriously in the process of creating policy. He expects the government to make sound choices in spatial planning, economic development, social services and education.

CUSTOMER

The citizen as customer expects good quality of service: good information, digital channels if possible, favorable opening hours for services provided non-digitally, short waiting times, reasonable prices.

SUBJECT

The citizen as subject expects the government to protect his safety. The right balance between personal freedom and enforcement of law and order is important.



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Smart City Capability Framework

• Successfully building a smart city requires a clear strategy and maturity in seven capability dimensions.



Smart City Development Stages

- Smart cities do not emerge overnight but develop over the years.
- During this development process, cities grow from early maturity phases to fully developed maturity stages.
- The maturity model is used to assess the current maturity and to set goals for the aspired maturity..



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Smart City Development Stages

DICA	24		Soongsil University
(1) "Initial"	2 "Intentional"	3 "Integral"	4 "Transformed"
 Ad hoc, department based projects technology push and random initiation. In general, experimental by nature. Mainly small scale pilot projects and concepts to prove the business case investment. Project execution and monitoring is classic project-bureaucracy. 	es. an opportunistic way. • First projects go beyond the pilot phase and scale up to city wide use. • First attempts to execute innovation projects in an agile way.	 A cohesive citywide portfolio of cross- departmental projects delivers recurring success. City wide foundational technology, processes and standards emerge. Benefits tracking is in place. 	 Initiatives are characterized by agility and focused on innovation. Continuous improvement of service delivery brings competitive advantage. Superior outcomes that deliver differentiation.
 Strategy lagments have an operation such as increasing efficiency. Strategy development is an internal city government. No clear image of what the city want the long term. Highly driven by techn Act as living laboratory. Consequences of innovations like A Uber overtake city government. 	activity of Increasing awareness of the need to involve users in strategy development. s to be in ology push. Fragmented image of what the city wants to become. Counterweight to technology push is growing but not yet mature.	 Users and stakeholders are consulted to provide input for strategy development. Clear vision on the cities long term future. City priorities are driving the investment portfolio. Balanced and effective response of the city to innovations like Airbnb and Uber. 	 Users and stakeholders are actively involved in strategy development through co-creation. Strategic investments have clear impact realizing the long term vision. City is able to act pro-active, fast and effective to innovations that impact the city.
Unconnected fragments of a smart of are found in some departments. Strategy fragments have an operation such as increasing efficiency.	emerges with key stakeholders aligned around it.	 Integral citywide vision and strategy based on a thorough assessment of strengths, opportunities and challenges of the city. User-centric strategy becomes increasingly focused on transforming business models. 	 Vision and strategy are subject to continuous optimization in an agile environment, based on measurement/data of realized benefits Successful realization of the user-centric strategy to transform business models.

Smart City Development Stages

· First city wide collection of (IoT) data specific for Data is collected in the context of traditional city Small scale pilots to collect (IoT) data specific Data fueling the full spectrum of smart solutions processes / responsibilities only. for smart solutions are in place. smart solutions is operational is collected · Data is used for the delivery of a particular · Small scale re-use of data to fuel smart · Data is combined from multiple sources in new · Data from various sources is used to create a service and not re-used for other purposes. solutions and data analytics. creative ways. complete visual overlay of the city. · Basic analysis of data in the form or simple · Pilots with advanced data analytics on city data · Data analytics is applied on combined data sets City wide use of mature advanced data reporting on isolated data sets. emerge. to provide new insights analytics (real-time, big data, predictive). · Data is stored in disparate systems and is Technical solutions (data platform) to combine Government services and external partners use All data is available through a single "data hub" difficult to access and combine and re-use data emerge. the data platform for their open data and via open standards. · Some data sets are opened to the public, but Pilots with providing real-time (IoT) data are First city wide examples of real-time (IoT) data Open data encompasses full real-time (IoT) only historic data (no real-time data). data to be used by smart solutions. being set up. are operational · Data guality of open data is not guaranteed, no Initiatives to define data management standards Data management standards and processes Operational data management standards and mature data management processes. and processes are in place are being implemented. processes, data quality is guaranteed. Policies for data sharing, privacy. Partners (city and external parties) have Partners have agreed a first version of data Data by parties in the ecosystem use is anonymization, authorization, charging & identified the need for such policies and policies and start using them in practice. doverned by agreed data policies. monetization etc. are not in place. initiatives are in place to define them. Cross organizational technology architectures Fixed and mobile internet broadband networks Shared architectures are deployed on a limited City wide implementation of an IoT platform are in place. unifying management of all kinds of sensors. are in place. set of services. · Continuous learning and improvement of the Technology architecture is characterized by · Stakeholders are intentionally investing in · Joint investments plans for city wide joint architecture to support innovation and point solutions for line of business applications. sensoring technologies. deployment of connected assets with multi transformation. purpose sensors. Limited investments in sensors and M2M Dedicated M2M / IoT networks (low bandwidth. · City wide deployment of connectivity networks high range) are in place. Standards and policies are in place to create infrastructure and sensors networks for all major integral architectures. smart solutions. 2 3 "Intentional" "Transformed" "Initial' "Integral"

Smart City Development Stages

 No clear view on the skills and competences that are needed to execute the digital strategy successfully. Smart city initiatives are executed with existing skills and competences. 	 Required skills and competences are pinpointed and a plan is in place for developing the workforce capabilities. Efforts mainly directed at equipping existing workforce with new awareness. 	 Skills and competences of the workforce are developing but deficiencies still exist at some pockets of expertise. Efforts are made to develop genuinely new skills: research and analysis, technology skills, agile project management, user experience skills, financial modelling for digital business models and commercial skills. 	 City government uses a blend of investment, innovative approaches and external support to secure the right skills and competences. The next generation of talent is attracted by a workforce strategy that highlights and communicates the impact of the work on the lives of citizens, and by offering employees the flexibility to work creatively.
 Low appetite for taking risks and experiment. Mechanisms for employee appraisal favor a risk-averse way of working. Government tends to focus on securing internal buy-in rather than on delivering customer needs. 	 Growing awareness for the need to become open for new ideas, experimenting and taking calculated risks. Government is actively looking for new ideas through competitions, hackathons, etc. 	 City wide transition towards an altered attitude to risk and willingness to experiment with new ideas. New ways of collaboration between departments and with external parties emerge. 	 The "fail fast, fail quickly and fail cheap" approach has become part of the organization's DNA. Ability to learn fast and to adopt new ideas quickly.
 Siloed internal organization with respect to smart cities. Private parties purely in the role of technology vendor. Attempt to match technology push with existing city policies. 	 Internal and external collaboration is growing. Government is still organized in the traditional way, but becomes conscious of its assets (e.g. data) and open for new ways of working together with external parties. 	 Government is becoming part of creative public- private ecosystems in which neither of the participants has top-down control. Parties in these ecosystems are working together to create a result that has value for them all. 	 The new way of working in creative ecosystems has transformed the government organization itself. Government is successfully acting according to its new roles (see page xx)
1 "Initial"	2 "Intentional"	3 "Integral"	4 "Transformed"

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Benefits of Smart City

Government can solve these problems by investing in smart city.

Government will reap long term benefits by investing in smart cities



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Smart City Seoul

New Connectivity, New Experience



Seoul Open Data Plaza





Smart City - Busan



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Smart Parking - Busan







Linkage with navigation linkage with Tmap Linkage with applications without input the destination





Inform the estimated parking fee

- Push service for the setting time/estimated fee
- Automated calculation with parking fee DB



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ЪТ

Songdo – Public transportation information providing service & fusion







Pattern analysis of suspect vhicle through personal data - Anyang



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Low-Carbon Green City

- A city designed to reduce potential carbon emissions and absorb emitted carbon to actively respond to climate change issues
- Green City Projects in Korea commissioned by central government and conducted by municipal governments are 9 projects in total





Low-Carbon Green City - Wonju





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Reference

- Smart Cities A Deloitte Point 30 of View, Version 1.0
- Gyu Myoung Lee(2014), Smart Cities and e-Government in Korea, The 4th Asia-Pacific Regional Forum on Smart Sustainable Cities and e-Government 2018,










The stakeholders and their roles in ICT sector



Strategic management process

- A method by which managers conceive of and implement a strategy that can lead to a sustainable competitive advantage.
- A systematic or emerged way of performing strategic planning in the organization through initial assessment, thorough analysis, strategy formulation, its implementation and evaluation





Initial Assessment

- Vision is the answer of the question:
 - What does an organization want to become?
 - Vision is the ultimate goal for the firm and the direction for its employees
- Mission describes organization's business
 - It informs organization's stakeholders about the products, customers, markets, values, concern for public image and employees of the organization
 - Thorough mission statement acts as guidance for managers in making appropriate daily decisions.



Situation Analysis

- Internal environment analysis: Critical Success Factors, SWot, Internal Factor Evaluation Matrix, Financial Ratios, Value Chain Analysis, VRIO Framework, Core Competencies.
- External environment analysis: PEST, Porter's 5 Forces, External Factor Evaluation Matrix, swOT, Benchmarking, Market Segmentation,
- Competitor analysis:, Competitor Profile Matrix, Benchmarking,
- Etc : Scenarios Forecasting



PEST & PESTEL Analysis

- PEST analysis is an analysis of the political, economic, social and technological factors in the external environment of an organization, which can affect its activities and performance.
- PESTEL model involves the collection and portrayal of information • about external factors which have, or may have, an impact on business



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SWOT Analysis

- Swot analysis involves the collection and portrayal of information about internal and external factors which have, or may have, an impact on business.
- SWOT is a framework that allows managers to synthesize insights obtained from an internal analysis of the company's strengths and weaknesses with those from an analysis of external opportunities and threats
 - Strengths: factors that give an edge for the company over its competitors.
 - Weaknesses: factors that can be harmful if used against the firm by its competitors.
 - Opportunities: favorable situations which can bring a competitive advantage.
 - Threats: unfavorable situations which can negatively affect the business



ICT SWOT Analysis

STRENGTH

- Strong political will in support of ICT
- Existing of National ICT Policy, NICI
- ICT sector budget is on par with OECD countries at 1.6 percent, far above the African average
- Smallness of the countries would facilitate ICT Network infrastructure
- Strong Institutional organization (RDB/RITA, MINISTR, RURA, etc.
- ICT is the most attractive in terms of Investment
- E-Government and E-Governance

WEAKNESSES

- Lack of necessary technical and professional level of human resources
- Insufficient of electricity which is a prerequisite to the ICT accessibility
- Inadequate financial resources
- High cost of communication in comparison with neighboring countries
- Lack of awareness about ICT and the benefits of egovernment in both urban and rural areas
- Weak private sector
- Existing of high rate of illiteracy

OPPORTUNITIES

- Regional Communication Infrastructure Project (RCIP)
- Kalisimbi Project
- Kigali Metropolitan Network and Wibro Mobile Wimax Technology
- Rwanda National Backbone Project
- Rwanda is integrated to the EASSY Project
- National Data Center

KULA

 Regional interconnectivity (MTN Rwanda, MTN Uganda, Safaricom, Vodacom, Com Burundi

THREAT

- Existing of strong competition in the region. Each EAC member is aiming to become in ICT hub in the region.
- Potential ICT crime and difficult to control it
- Loss of job due to ICT application

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Strengths	Weaknesses			
 S1. Favourable policy environment S2. Strong and coherent institutional framework S3. District Development Plans S4. Imihigo Performance Contracts S5. Basic farming abilities S6. Social cohesion and social capital S7. Common culture, language and values S8. Low corruption and a strong judicial framework S9. Internal and regional security 	 W1. Weak capacity in P,M&E at district level W2. Poor mobilization of stakeholders W3. Illiteracy W4. Shortage of off-farm competencies and skilled labour within local community W5. Traditional farming practices W6. Low levels of citizen participation W7. Poor service delivery W8. Inadequacy of social and economic infrastructure network W9. Weak institutional framework for CD coordination and implementation 			
Opportunities	Threats			
 O1.Strong political will O2.Existence of potential partners for LED & CD O3.Government's favourable education policy O4.Regional integration O5.Young population O6.Natural resources (Land, water, minerals) O7.Structures in place for participation 	 T1. Limited access to finance and advisory services T2. Limited access to public infrastructure T3. Poor linkages between products and markets T4. Poor industry-specific capabilities T5. Limited entrepreneurial drive T6. Population growth 			
	-)-(-			

Porter's 5 Fores model

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• An analysis tool that uses five industry forces to determine the intensity of competition in an industry and its profitability level.



The Competitive Profile Matrix (CPM)

• a tool that compares the firm and its rivals and reveals their relative strengths and weaknesses

		CP	M Tabl	е			
		Company A		Company B		Company C	
Critical Success Factor	Weight	Rating	Score	Rating	Score	Rating	Score
Brand reputation	0.13	2	0.26	3	0.39	1	0.13
Level of product integration	0.08	4	0.32	3	0.24	1	0.08
Range of products	0.05	3	0.15	1	0.05	2	0.10
Successful new introductions	0.04	3	0.12 47	3	0.12	3	0.12



IFE & EFE Matrices

- Internal Factor Evaluation (IFE) Matrix
 - A strategy tool used to evaluate firm's internal environment and to reveal its strengths as well as weaknesses.
- External Factor Evaluation (EFE) Matrix
 - A strategy tool used to examine company's external environment and to identify the available opportunities and threats

External Factor Evaluation Matrix

Key External Factors	Weight	Rating	Weighted Score				
Opportunities							
1. New trade agreement that lifts the ban of imported food is signed with a neighboring country.	0.11	3	0.33				
2. Signing a contract with a new supplier.	0.09	1	0.09				
3. Processed food market growing by 15% next year in our largest market.	0.24	2	0.48				
4. Incorporating a new company in neighboring country, where the tax rate is decreasing by 3% next year.	0.10	1	0.10				
Threats							
5. The contract with the main customer expires in 2 months.	0.17	4	0.68				
6. Extreme cases of natural disasters occurring next year.	0.03	2	0.06				
 New law, requiring decreasing the amount of sugar in the food by 20%, could be passed next year. 	0.14	3	0.42				
8. Competitors opening 3 new stores in the town.	0.12	2	0.24				
Total	1.00	-	2.40				



Benchmarking

- A strategy tool used to compare the performance of the business processes and products with the best performances of other organizations inside and outside the industry.
- The search for industry best practices that lead to superior performance

Benchmarking history		
1950-1975	Reverse engineering	
1976-1986	Competitive benchmarking	
1982-1986	Process benchmarking	
1988+	Strategic benchmarking	
1993+	Global benchmarking	

Source: J. Blakeman, University of Wisconsin-Milwaukee^[3]



Value Chain Analysis

- A process where a firm identifies its primary and support activities that add value to its final product and then analyze these activities to reduce costs or increase differentiation.
- Value chain represents the internal activities a firm engages in when transforming inputs into outputs.





VRIO Framework

 VRIO framework is the tool used to analyze firm's internal resources and capabilities to find out if they can be a source of sustained competitive advantage



Strategy Formulation

- In an organization, strategies are chosen at 3 different levels:
- Business level strategy.
 - This type of strategy is used when strategic business units (SBU), divisions or small and medium enterprises select strategies
- Corporate level strategy
 - At this level, executives at top parent organizations choose which products to sell, which market to enter and whether to acquire a competitor or merge with it.
 - They select between integration, intensive, diversification and defensive strategies.
- Global/International strategy
 - The main questions to answer: Which new markets to develop and how to enter them? How far to diversify?



Strategy Implementation

- Communication in strategy implementation is essential as new strategies must get support all over organization for effective implementation.
- It consists of the following 6 steps:
 - Setting annual objectives;
 - Revising policies to meet the objectives;
 - Allocating resources to strategically important areas;
 - Changing organizational structure to meet new strategy;
 - Managing resistance to change;
 - Introducing new reward system for performance results if needed





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Strategy Monitoring

- Implementation must be monitored to be successful.
- Due to constantly changing external and internal conditions managers must continuously review both environments as new strengths, weaknesses, opportunities and threats may arise.
- If new circumstances affect the organinzation, managers must take corrective actions as soon as possible tactics rather than strategies are changed to meet the new conditions
- Measuring performance is another important activity in strategy monitoring.
 - Performance has to be measurable and comparable.
 - Managers have to compare their actual results with estimated results and see if they are successful in achieving their objectives. If objectives are not met managers should:
 - Change the reward system/Introduce new or revise existing policies



Balanced Scorecard

- A strategic planning and management system that is used extensively in business and industry, government, and nonprofit organizations worldwide to align business activities to the vision and strategy of the organization, improve internal and external communications, and monitor organization performance against strategic goals.
- It was originated by Drs. Robert Kaplan (Harvard Business School)

Financial/ Stewardship "Financial Performance" **Internal Business** Customer/ Vision Stakeholder Process and "Efficiency" Strategy Organizational Capacity "Knowledge and Innovation' Strategic Objectives Strategy Map Performance Measures & Targets Strategic Initiatives



BSC – Strategy mapping



What What is a Key Performance Indicator (KPI)?

- KPI is performance measures that indicate progress toward a desirable outcome.
- Strategic KPIs monitor the implementation and effectiveness of an organization's strategies, determine the gap between actual and targeted performance and determine organization effectiveness and operational efficiency.

Good KPIs:

- Provide an objective way to see if strategy is working
- Offer a comparison that gauges the degree of performance change over time
- Focus employees' attention on what matters most to success
- Allow measurement of accomplishments, not just of the work that is performed
- Provide a common language for communication
- Help reduce intangible uncertainty
- Are valid, to ensure measurement of the right things
- Are verifiable, to ensure data collection accuracy



