

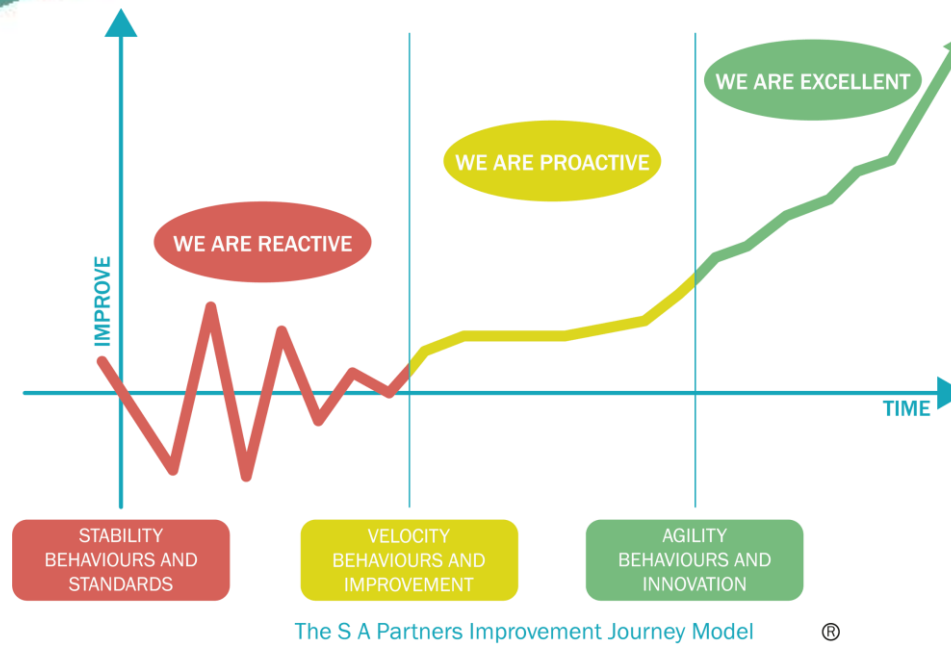
FOUR POINT LESSONS:

4x4 Enterprise
Excellence Leaders



#1

Diagnosing & Positioning



To set goals for individuals and teams we need to develop an understanding of current reality is and define what we want the future looks like. This future may take many forms when we consider market forces, organisational maturity, ambitions of people, innovation etc.

Our journey towards the future may take many steps and it is important we define these enabling goal setting to be effective. We should continually consider both the needs of the customer, the organisation and its people.

We have developed products that enable leaders at all levels to quantify their current state, envision their future state and develop roadmaps to deliver this.



We need to set goals as leaders with clarity enabling individuals and teams to fully understand what needs to be achieved.

The process should define the end result, ensuring improvements are delivered on time through effective resource are alignment and engagement.

Goal setting should be an inclusive process with leaders and their team involved together whenever possible in identifying what needs to be done and by when .

#2 Setting Improvement Goals

#3

Understanding Development Needs



The individual possesses the skills necessary and is capable of completing the activity.

The individual believes in what needs to be done and is engaged with completing the activity.

The individual understands what needs to be done and is aligned with completing the activity

As leaders following clear definition of improvement goals we next need to consider the development needs of the individuals or teams we need to work on the activity.

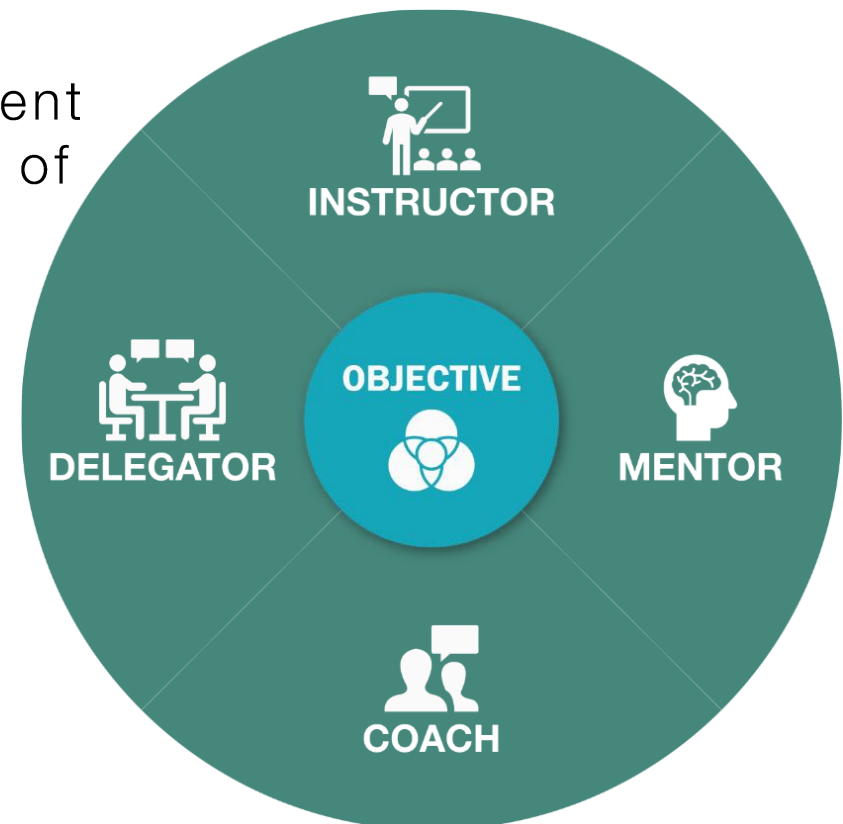
This should be three dimensional consider their Competence, Confidence and Motivation –the hands, head and heart- three totally different conversations that we as leaders need to be prepared for.

#4

Reflecting the right leadership style

Following a deep understanding of the current state, envisioning the future state, creation of roadmaps, defining improvement activities and understanding development needs as leaders we then need to reflect the appropriate leadership style.

This requires us to have a multidimensional skill set, allowing us to adapt to the needs of the situation. The Enterprise Excellence Leader needs to be a skilled, instructor, mentor, coach and delegator.





About S A Partners

For over 30 years S A Partners has supported companies develop their continuous improvement capability through a combination of systems excellence consulting and bespoke leadership and CI training programmes.

SA Partners is widely recognized for their exceptional people and behavioural based solutions that deliver sustainable results, productivity improvements, and employee engagement.

Contact our team

info@sapartners.com

www.sapartners.com

