



Components of Individual Leadership Execution

“Making Critical Things Automatic (for myself and then my team)”

Creating clarity about the required strategic organizational goals to drive change is absolutely critical BUT many excellent plans – even co-created plans – fail. To be successful, Leaders must identify the necessary supporting behaviours (specific actions and attitudes) required to accomplish these strategic goals. Ensuring these “functional mental maps” exist and that Leadership is not only modeling but nurturing these new behaviours is foundational to any successful change initiative (organizational or personal).

The following are 6 key component elements that are required to fulfill effective leadership execution. *Please reflect on your current effectiveness at leading/ driving change and evaluate each element from the perspective of clarity of understanding and completion.*

1. Corporate Direction:

- Clear and correct Corporate Direction/Sponsorship/Commitment
- What do we require from Leadership?

2. Values/Principles and Behaviour Alignment

- Individual identification of required behaviours that align and make the values come alive

3. Goals / Job Roles / Work Priority Activities

- Individual identification of required Goals/Role/Priority Activities

4. Skills and Talents required

- Individual identification/review of needed skills and talents

5. Follow up / Results:

- Follow-Up disciplines (Weekly/Monthly Planning)
- Modeling of the required/valued operating disciplines
- Leading change - how do I/am I doing things differently
- Ensuring the right things are being done exceptionally

6. Rewards / Compensation/Recognition

- Aligning &/or creating the recognition programs that support the Direction, Values and Job requirements