

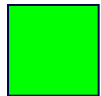
Leadership

What is Leadership?

Leaders help people
define reality

Mission 2012 - Tracking Progress

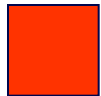
- Athletes: results and development
- Performance system & structures
- Governance & leadership



– On Track- light touch, self monitoring/peer review



– In need of support- high impact interventions



– Serious failings- remedial action

Providing Feedback

“Player Reports”

- Clearly outline what the player did well and what they need to further develop
- The language is key – clearly explain the issue (the what and the why) and outline how the person can change their behaviour (the how) – and remember, they are human.
- Refer to the report regularly or it will not have an impact
- Recognizing personality type is key



Leaders create
organizational
covenants

Elite Management Behaviours

- define reality and create a culture of accountability
- control controllables, don't sweat the rest
- teach how and why, not what
- regularly debrief, life long learners
- develop discipline, for discipline is freedom, the freedom to choose to be great
- Add value where value did not exist before

Leaders create rationality

Leaders give space,
they empower

Leaders create and
sustain momentum

Our First BHAG

2 x (6-0)



Our Teams' Performance

2 x (6-0)



In a fully functioning
organization, we are all
leaders

Leaders act as servants