

Performance Leadership Model



What is it?

The Performance Leadership Model is a structured approach to ensure leaders and managers generate added value for their organisations.

What is it used for?

It underpins the Lean organisation by helping leaders to create an environment where value adding activity is maximised. It provides a framework for them to identify and pursue what they need to do, know and be, in order to achieve the organisations' goals.

What are the benefits?

It helps leaders to ensure that the needs of their internal and external customers are understood and that value adding activity is channelled and optimised to meet these needs.

How does it work?

Managers and Leaders at all levels of the organisation work together to agree a Lean Leadership Model for their organisation and for the teams and individuals they lead. By exploring the four value adding propositions they ensure that leadership waste is eliminated.

Focus

- Creating the vision and sharing the vision. Without these there will be wasted effort and energy and misaligned activity.

Structure

- Building the organisation required to deliver the vision and business objectives with clear roles, responsibilities, methods and processes. Without these there will be inconsistency, duplication and omission.

Discipline

- Setting standards and consistently managing systems and procedures. Without these there will be variation and conflict.

Ownership

- Devolving responsibility, authority and accountability; reinforcing the positive and challenging the negative behaviours. These coupled with ongoing review and continuous improvement will ensure engagement and ongoing development.