

# Execution

*Engaging the People in the  
Process*

David Vincent

# Systems Run the Business

*People Run the  
Systems*

and yet ...

A 2008 Gallup Poll of the Australian workforce found that a staggering 82% of the workforce is disengaged at work. 21% of these being 'actively' disengaged.

'Most organisations engage less than 20% of the capabilities that each employee has to offer.'

Productive Work Places  
Marvin Weisbord

'60-70% of all corporate change programs are regarded as having failed.'

IOC Survey

# ? Barriers

... to engaging your people effectively

# ? Implications

... of not engaging the people effectively

# Our Case Study

- Manufacturing automotive components
- Redundancies
- Four day work week
- Communication issues
- DIFOT at 67%
- Little passion for business
- Little accountability

# The Big Picture ....

Improve communication across the site

Develop leadership skills

Get all departments flying in formation

Execute the Strategy Deployment Chart

Create an atmosphere of accountability

Restore passion

*Dominance  
Driver*

*Results  
Control*

**D**

*Impatient*

*Influence  
Socialiser*

**I**

*Good Times  
People*

*Optimistic*

*Compliance  
Cautious Thinker*

**C**

*Structured  
Detail/Data*

*Fearful*

*Steady  
Relater*

**S**

*Friendliness  
Safe & Secure*

*Non-emotional*



# High Performance Teams

Common Goals

Managing Diversity

Feeling “in” on things

# Improving Accountability

A Positive Performance Management System

Major Goal

Key Result Areas

Performance Standards

# Tool Box Meetings

Developing confidence to run productive meetings

- Presentation Skills
- Problem solving and decision making tools
- Delegation

Introducing concepts to restore passion

- Strategy execution
- White ant brigade
- Gossip
- The importance of what we do

# Gung Ho ...

## *Working together*

*Worthwhile work ... it's how the work helps others, not units produced*

*Working together ... freedom to take charge comes from knowing what territory is yours*

*Cheering each other on ... everyone is in the formation and flying*

*You may never know  
what results come from  
your actions.*

*But if you do nothing,  
there will be no result.*

Mahatma Gandhi



Profit is an outcome of having quality  
people with a great attitude

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