

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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