

Lead!

“No Excuses!” Leadership™

“*No excuses! Executing your strategy through a performance based culture*”



Benefit to your business:

Your strategy executed by ordinary people achieving extraordinary results!

There are two important questions people ask of their leaders - "Where are we going?" (Strategy) and "What do you expect of me?" (Execution). In answering the second question, "what do you expect of me", "**No Excuses!**" Leadership™ assists the organization to create a constructive, measurable and performance based environment that is designed to enhance successful execution of the strategy.

Our methodologies and processes enable you to achieve the following:

Culture

- Your organization's current culture and its readiness to execute is assessed and analyzed.
- The vision of your organization's desired culture (what it wants to be) is then compared to the current culture (what it is).
- The levers for cultural change to close are identified (structure, systems, technologies, skills)
- Action plans are developed to manage the changes to a more performance based culture.

Leadership

- Each Executive's individual's leadership style, and the Executive group's leadership style as a whole, are assessed and action plans for improvement, if necessary, developed.
- Leaders develop leadership behaviors to ensure individual and group leadership effectiveness.



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What we offer:

A program to create organizational and leadership effectiveness

The **"No Excuses!" Leadership**™ program is designed to link strategy with leadership and performance and provides a disciplined, integrated and measurable approach to strategy execution. Therefore, our program focuses your Executive Leadership Team on organizational performance while enabling the team to manage the positive and negative influences on the key drivers of performance: leadership and culture.

Our program is based on substantive research methodologies and concepts, incorporating the works of world-renowned cognitive psychologists, educators, and authors, including David McClelland, J. Clayton Lafferty, and Peter Drucker among others.

How we will assist you

Our program, which is conducted at the early stage of strategy execution, is divided into 2 distinct, but related phases:

I. "No Excuses!" Mindset - Acting Your Way Into A New Way Of Thinking

With the harder side of strategy now defined, focus shifts to the softer side, to the all-important issues of leadership, culture and teamwork. To create the desired execution focused organization, "No Excuses!" Mindset assesses the culture at the organizational and group levels.

At the organizational level, you will assess the readiness of the organization to execute, ensuring that the company's culture is aligned with the new strategy. Factors that are preventing successful execution will be identified and action plans will be formulated to reduce them.

At the group level, an assessment of group interaction at the Executive Leadership level facilitates team building and improves group processes, leading to enhanced cooperation, heightened innovation and stronger consensus.

II. "No Excuses!" Leadership - Mind On, Hands Off

No Excuses! Leadership specifically focuses on the development of leadership capability at the Executive Team level, your "strategic thinking group".



Delivered over an extended period to allow skill development, the program follows a phased process of assessment → development of capability → reassessment. The program, at all stages, links strategy with leadership and performance by integrating leadership development with the strategic focus and cultural goals of the organization. With leadership styles assessed from a personal, interpersonal and organizational perspective, the phased development program is structured along the same three levels, allowing for identification of "what" needs to change and "how" to make the change.

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