

Insight, Clarity, Action

Distinctive Execution Program[®]

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BRIDGING THE GAP

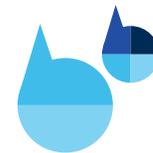
The **Distinctive Execution Program[®]** supports leaders and teams to meet and exceed their strategic priorities, goals and targets through effective leadership and team processes.

It also helps create a healthy and energised workforce and organisation where people want to work and who customers want to engage with.

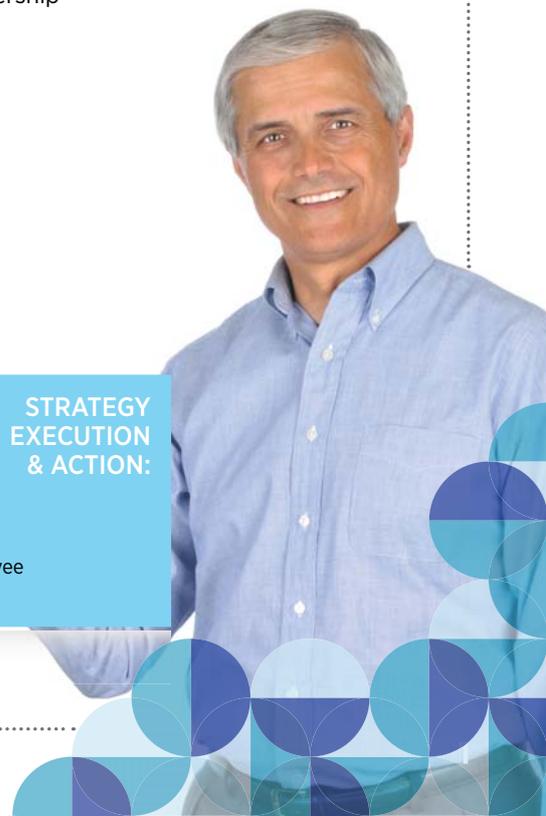
THE LEADERSHIP GAP

Every manager and CEO knows the impact of poor execution. At best, it can be a drain on your time and resources. At worst, it can block your ability to meet individual, team and organisational targets and aspirations. This can result in serious consequences for your customers and indeed your staff.

Even though many organisations have moved on from simple hierarchical management approaches of the last century, all organisations today face the challenge of the leadership gap (see right).



The key to achieving exemplary execution is to integrate leadership, strategy and execution.





PHILLIP RALPH,
THE LEADERSHIP SPHERE



Execution Matters

In working with hundreds of teams across dozens of industries, we see a consistent gap in the aspirations of teams and organisations and the results that could be achieved.

For some the gap may be narrow and for others the gap is a chasm of stellar proportions. However, if your organization has more than one person, then it is highly likely that a leadership gap exists.

This gap creates separation between your people and the most important things they need to be working on - and towards. It also creates separation between individuals within the organization from those who operate externally. When strategy is not unified with execution, a range of stakeholders such as customers and suppliers can suffer from the noise created by the gap.

LEVEL 5 EXECUTION

The aspiration for all organisations should be to move to a higher-order, value-creating position at Level 5, and certainly away from a value-destroying or neutral position at Level 1 (see Figure below).

Level	Description	What Does it Look Like	Impact
5	Exemplary	High Performing and Healthy	+100
4	Strong	Ahead of the Pack	+50
3	Impotent	Not a Player. Invisible.	0
2	Straggler	Limp to the Finish Line	-50
1	Destroyer	Destructive Impact	-100

Leaders and teams are guided through a process that enables them to focus on three key areas:

1 Direction; 2 Execution and 3 Renewal. These three areas enable a holistic focus on results and building stronger leadership and sense of team.

The key to achieving exemplary execution is to integrate leadership, strategy and execution. This can only be done by the application of a 'systems' approach to our organisational objectives, processes and activities.

Unlike a focus on processes and methods, a systems approach acknowledges that the effectiveness of any organisation - or part thereof - is a function of how parts work in relation to the whole. In an organisational setting this also means accepting the reality that external factors are constantly at play as they impact the organisation itself.

WHAT DOES THE **DISTINCTIVE EXECUTION PROGRAM**[®] ADDRESS?

The **Distinctive Execution Program**[®] is effective by:

- Ensuring priorities and goals are implemented
- Creating leaders and teams that are aligned and performing well
- Increasing the readiness and agility for change
- Fostering the right behaviours
- Enhancing the levels of personal fulfillment, engagement and resilience.

THE PROGRAM

The program is comprised of a series of activities that have been demonstrated to support leaders and teams to meet their most pressing priorities and objectives and involves the following:

- 1 Insight:**
Discovery – One-on-One Interviews (or Survey) to understand the current context, engage team members/leaders and set a solid foundation.
- 2 Clarity:**
Two-day immersion – Key topics covered include:
 - a. Understanding the strategic context
 - b. Addressing Discovery outcomes
 - c. Team dynamics (trust, conflict, communication)
 - d. Team mechanics (e.g. team meetings, roles and responsibilities)
 - e. Roadmap – critical success factors established with a pragmatic and achievable roadmap
- 3 Action:**
Two half-day sessions – Skill building and follow up. Two Mentoring sessions per participant – focused sessions to support leadership, resilience and execution.



The program has been carefully crafted to address key areas of leadership, strategy and execution. A focus on these three elements delivers optimal results for teams.

PROGRAM OVERVIEW

Discovery	Interviews or Survey
Immersion	Two-Day Foundation Workshop
Mentoring #1	Development (90mins)
Skill Building #1	Change Leadership (Half Day)
Mentoring #2	Embedding (90mins)
Skill Building #2	Implementation (Half Day)



WHO IS THE PROGRAM FOR?

- Executive/Leadership Teams
- Teams/working groups who share a strategy/approach
- Project teams/working parties/committees
- Individual Practice Leaders and their senior partners
- Industry specialist teams/workgroups who share a strategy/approach
- Functional specialists who share a strategy/approach (e.g. sales teams)

NEXT STEPS

Contact us for a free consultation and help set your team up for success through Insight, Clarity and Action.

Reach out to us at
support@theleadershipsphere.com.au
or phone our National Line on
1300 100 TLS (857).



Please
feel free
to call and
speak with
one of our
consultants
to find out
more.



I would highly recommend this program to those who are facing leadership roles, organisational change, and who acknowledge that we can all grow further and learn more about leadership.

HEALTHCARE EXECUTIVE

...there has been a palpable and positive change... with a significant impact on our culture and leadership.

CHIEF EXECUTIVE OFFICER



Breakthrough Performance. **Delivered.**

Capability and Capacity Building
Leadership Development
Change Leadership
High Performance Team Development
Executive Coaching
Conference Speaking



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