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Leadership Insights

It's As Clear As A Bell To Those Willing To Listen

All organisations have their share of issues/problems, and most leaders want to identify what these are and resolve them so that their people can perform more productively, partner relationships are strengthened, customers wish to continue purchasing, and efficiencies, revenue and results continue flowing, enabling budgets and objectives to be achieved.

Drilling-Down Deeper

The TV show 'Undercover Boss' is an example of senior leaders drilling-down deeper, as it involves leaders disguising their appearance and going 'undercover' in their own organisations for one (1) week under the pretence of being a prospective employee, to learn how plans and initiatives are being executed, what really occurs at an operational level, and what people do in their job and with customers. The results of the 'undercover' work often reveals that the vast majority of employee's are highly committed to their job and the organisation, but that a significant disconnect exists between how senior leaders perceive plans are being executed at operational and frontline levels, and what is really occurring which often involve issues/problems

that are holding-back performance and results, which are occurring due to plans, actions, and communication being ineffective or inconsistent — but for leaders willing to see the execution realities in their organisation, the insights and learning's are as clear as a bell.

Know What's Going On

To know what is really going on in your organisation there are 3 simple actions you can take:

- 1. Spend Time in the Business**—spend a minimum of 1/2 to 1 day per month in a different dept/section/team
- 2. Observe/Listen/Question**—observe what is occurring, listen to peoples comments/banter about issues, and ask lots of WHY questions about issues/problems
- 3. Evaluate and Action**—evaluate issues/problems and then take rapid action to develop effective solutions

Planning and Execution Workshops:

Eastview delivers a range of unique and incisive Planning and Execution Workshops that equip leaders to increase their effectiveness and results by developing comprehensive plans to implement initiatives.



About Eastview

Eastview specialises in assisting organisations to execute strategy by delivering incisive, strategic and results-changing Leadership Development and Strategic Consulting throughout Australia which are:

- Individually Designed** - to address your specific challenges, opportunities and requirements
- Strategically Planned** - to align with your strategies, competencies, performance measures and culture
- Incisive in Content** - using world-class resources, comprehensive content, and extensive experience
- Results-Changing** - through intensive hands-on practical learning and support that enables rapid application
- Excellent Value**

Contact

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