

HOW TO BUILD AN EFFECTIVE LEADERSHIP TEAM

BOLDLY LEAD CHANGE. INSPIRE YOUR PEOPLE. LEAVE A LEGACY.



CHIEF MAKER™

THE 5 PILLARS OF A HIGH PERFORMANCE TEAM

It is the role of the leadership team to create this for the business



PEOPLE

We have the right people with the right capability in the right roles



A MISSION

A clear vision and goals steeped in a bigger purpose with a clear strategy & roles to align the group



CULTURE

Our team is united, constantly improving in a challenging and enjoyable environment



TOOLS

My people have the systems, processes and hardware to perform their role with excellence



EXECUTION

We have strong governance of our transformation and are focused on execution activities that drive results

5 QUESTIONS TO ASK YOURSELF WHEN BUILDING YOUR LEADERSHIP TEAM?

1. Have we got the right people on the bus for the challenge in front of us?
2. Is the vision & strategy clear for everyone?
3. Do we have trust and tight bonds in the team?
4. Is our team fascinated with our metrics?
5. Is our operating rhythm automating the pursuit of excellence?

PEOPLE



We have the right people with the right capability in the right roles for the next chapter in our business journey.

Get the wrong people off the bus.

Build your team one role at a time that focuses on getting the business to the next level.

*"A players attract A players.
B players attract C players."
– Steve Jobs*



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WHAT YOU NEED	WHAT IT IS	IMPACT
Purpose	A connection between your inner beliefs about what is important in the world and your actions. This is your why beyond money.	Meaning & Inspiration
Vision	A crystal-clear description of your future that allows all team members to understand what the team or organisation is aiming to achieve at a future date. Can be visual and/or written.	Direction & Alignment
Values	Principles and standards of behaviour that you believe are important that will shape your culture and brand.	Standards & Character
Strategy	The principles you will follow at a business wide level to stand out from your peers, deliver for your customers and create value for your owners. These are often mutually exclusive. I.e. You choose to be best at price or quality but you can't be both.	Results & Value
Tactics	The key business improvement projects or smaller operational improvements that will achieve the strategy	Focus & Momentum
Goals	The targets and KPIs that inform your progress towards and achievements of your strategy, purpose and vision.	Data & Results



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What You Need	ABC MINING EXAMPLE
Purpose	To Change the Way Mining is done in Africa
Vision	Tanzania's Gold Mine. The Best in mine in Africa.
Values	Do what we say we'll do, Work as a team, We act with a sense of urgency, We develop our people
Strategy	<p>To be different to our peers we will focus three key areas of the value chain where the most value can be added in our specific market to give us a sustainable advantage : exploration, technical mine design and processing of minerals.</p> <p>This will be backed by three overarching strategic pillars: Business Excellence, People and Stakeholder Relationships</p>
Tactics	See Project Register for Senior Leadership Team
Goals	<p>Our goals inform us when our Strategy is being achieved by hitting targets on a regular basis.</p> <p>AISC - \$882/oz and 320koz</p> <p>Government Actively Supports Business</p> <p>EVERY staff member is being developed.</p>

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1. Step 1: Deepen the bonds through story, personal growth and vulnerability
2. Step 2: Agree the standards, in particular, the non-negotiable standards you will not accept

TOOLS

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Give your people the data and information to do their roles with excellence. Scoreboards and reports should be:

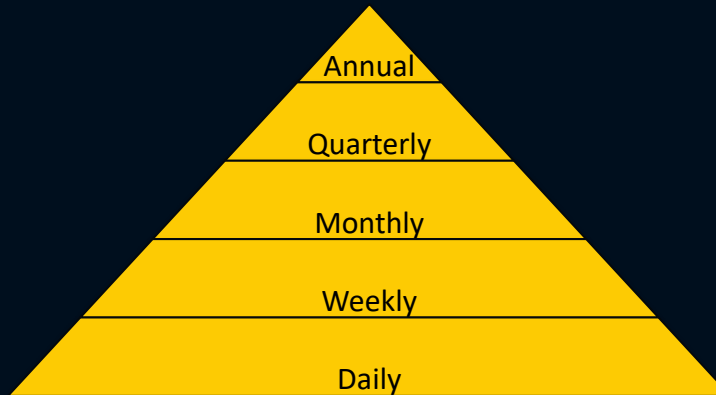
1. Timely
2. Accurate
3. Relevant

"Make sure everyone in the team can see the score and clock."

EXECUTION



We have strong governance of our transformation and are focused on execution activities that drive results



Your operating rhythm will determine your:

- Focus
- Alignment
- Clarity
- Close bonds
- Unity
- Problem Solving

"Automate the pursuit of excellence." Edwards Deming

THE 5 PILLARS OF A HIGH PERFORMANCE LEADERSHIP TEAM

Which is the next most important pillar for you?



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