YOUR TEN STEP LEADERSHIP ACTION PLAN
TAKING THE TEAM TOWARDS HIGH PERFORMANCE

1. Lead from the top
   Be the change you want to see – make sure you embody the values you want your team to have.

2. Vision and mission
   Create or review them, share them and link them to the work in hand.

3. Review resources
   Assess what you have and what you need – hard resources (people, buildings, equipment, money) and soft resources (skills, knowledge, goodwill, access to leadership) and link those to your goals.

4. Assemble the team
   Establish what skills the team needs, then assess if they have them. Recruit to fill skills gaps and see new recruits as part of the whole team.

5. Set goals and allocate work
   Set goals which stretch your team, and allocate work fairly across the team based on priority, skills, availability and development opportunity.

6. Focus on what matters
   If the team is focused on its goals, company politics and personal agendas take a back seat. Take the lead.

7. Develop the team
   Training, learning and team-building are essential parts of a strong team, creating trust in, and reliance on each other. Take care of your own training and development too.

8. Acknowledge success
   Money is not the only way to recognise success – thanks, praise, public recognition, visibility and promotion are all rewards too. Bonuses or share options are more tangible, but won’t make an unhappy team happier for more than a couple of days.

9. Take risks
   Set a balance between risk and reward to allow your team to push the boundaries – both success and failure will develop them and the business.

10. Allow movement
    As your team grows and develops, people will want and need to move on; plan ahead so that you can keep the team on track through personnel changes.

If you’d like support with putting your leadership action plan in place, talk to us
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