

1 FOCUS ON THE WILDLY IMPORTANT

- ✗ We have a BHAG (Big Hairy Audacious Goal);
- ✗ We have an Execution Blueprint, breaking our BHAG down into smaller, underlying goals, across the Financial, Customer, Ops and People areas;
- ✗ Each Division has 1-2 WIGs (Wildly Important Goals) to drive the BHAG;
- ✗ Each person has 1-2 WIGs to drive their Division WIG's.

PRIORITY ISSUES YOU WOULD LIKE TO FIX OR LEARN ABOUT



2 ACT ON LEAD MEASURES

- ✗ Each division has a performance framework (breaks WIGs into lead indicators and lead activities, empowering teams to focus on the lead measures);
- ✗ Teams are focused on driving Lead Activities on a daily or weekly basis.

PRIORITY ISSUES YOU WOULD LIKE TO FIX OR LEARN ABOUT



3 KEEP A COMPELLING SCOREBOARD

- ✗ Teams have compelling 'Players' Scoreboards' that are super simple, focused on the WIG and always visible;
- ✗ Managers have insightful 'Coaches' scorecards.

PRIORITY ISSUES YOU WOULD LIKE TO FIX OR LEARN ABOUT



4 MAKE RESPONSIBILITIES CLEAR

- ✗ We have clearly defined roles and responsibilities;
- ✗ Each division has a divisional Scorecard, derived directly from the Business Scorecard.
- ✗ Each role has a clear scorecard, derived directly from the divisional Scorecard.

PRIORITY ISSUES YOU WOULD LIKE TO FIX OR LEARN ABOUT



5 MAINTAIN A RHYTHM OF ACCOUNTABILITY

- ✗ Each operating team has a focused WIG meeting (daily/weekly) to exclusively focus on performance against the WIG
- ✗ WIG meetings are designed around a culture of peer accountability
- ✗ We regularly review performance against scorecards at each level of the business, using concrete performance data

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6 COACH FOR MAXIMUM CONTRIBUTION

- ✗ We have a coaching leadership culture, focused on encouraging and empowering each person to make their highest contribution towards team performance
- ✗ Leaders are skilled coaches
- ✗ Coaching is a core part of leadership training and performance requirement

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7 SHARE THE SPOILS

- ✗ Our incentive schemes share profits in a way that teams feel fairly- to well-incentivised
- ✗ We reward both contribution and values/intent

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8 CREATE DEDICATED FOCUS FOR NON-OPERATIONAL GOALS

- ✗ We have a parallel execution system, applying Disciplines 1-7, for non-operational goals

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CONCLUSION

TOP 3 AREAS TO ADDRESS

KEY ACTIONS IN EACH AREA



To learn how to scale your execution, attend the 10X-ECUTION BOOT CAMP.

Date: 11 May 2018

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