









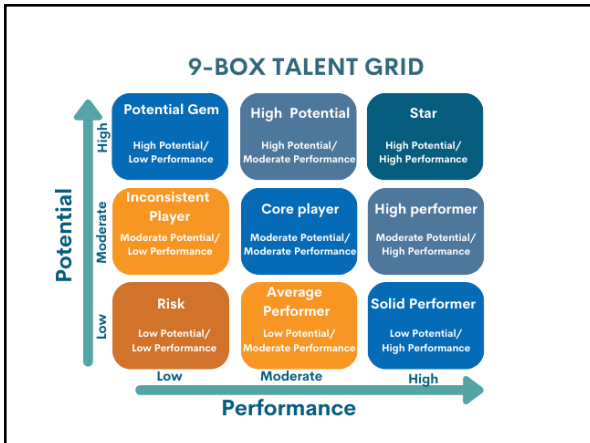
**Left Unattended,
All Things Spontaneously
Proceed to Chaos!**

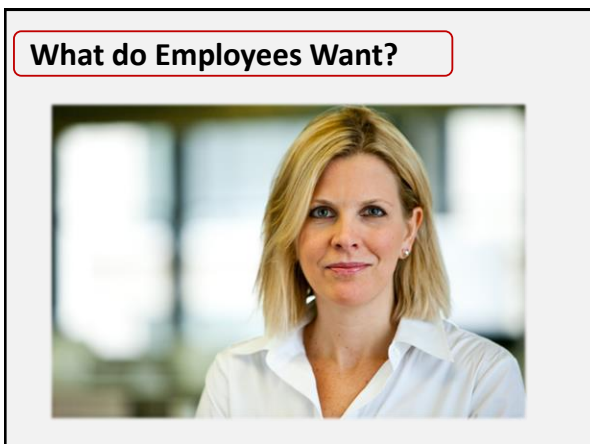












Not Always Clear, But...



- Feel valued/appreciated
- Fair compensation/benefits
- Meaningful work
- Flexibility/WLH
- Opportunities to grow

What Do Organizations Want?



- Outstanding Reputation
- Highest Quality Services
- Sustainable Finances
- Committed Employees
- Retain Excellent Employees

To Be Ahead...Not Behind!!

WHEN WE MANAGE PEOPLE...OUR FOCUS

Competence

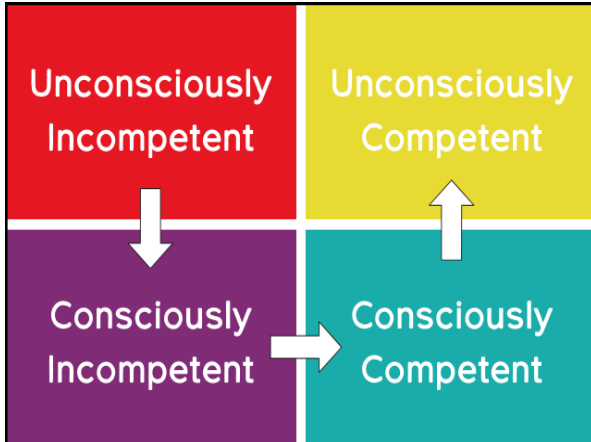
Knowledge
Demonstrated understanding of subject matter

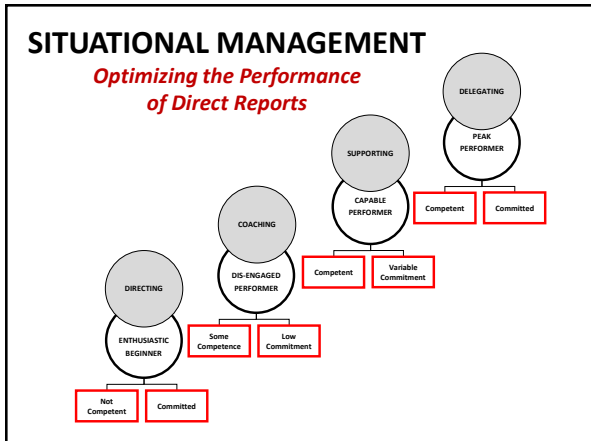
Skill
Demonstrated proficiency in application of subject matter

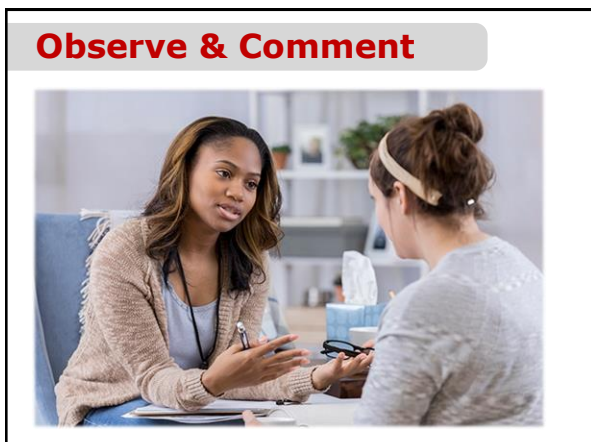
Commitment

Confidence
Demonstrated belief in your capabilities

Motivation
Demonstrated internal condition that activates goal oriented behavior







Communicate



- Text
- Email
- Tag Ups
- Meetings
- Informal
- Formal

Set Expectations



- Clear Expectations
- Clear Capability
- Clear Measurement
- Clear Feedback
- Clear Consequences

Hold People Accountable



Be Consistent



Your team should not be wondering which version of you is coming to work today.

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Confidence

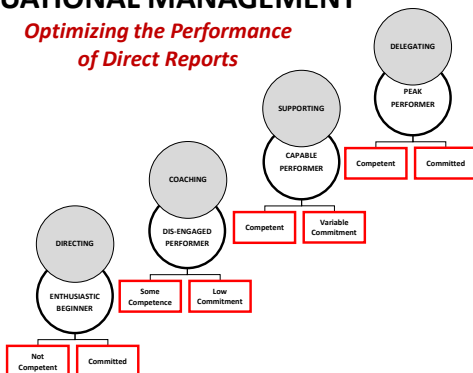
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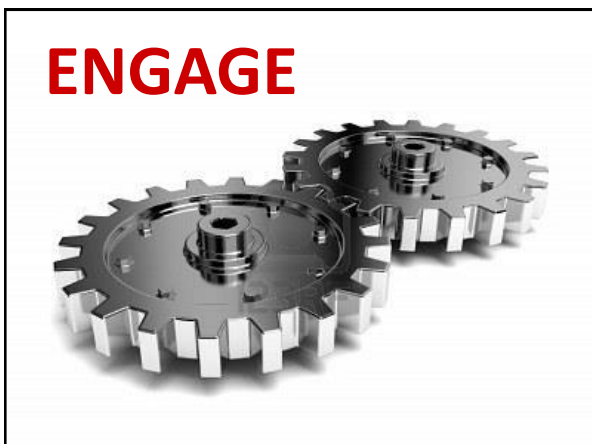
SITUATIONAL MANAGEMENT

Optimizing the Performance of Direct Reports









ELEVATE



EXECUTE







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