

LEADING A NUMBER 1 TEAM

PIERS MARTIN

PIERS MARTIN MTPL MBA MIOD



3 COMPONENTS

 LEADERSHIP

 TEAM

 CULTURE

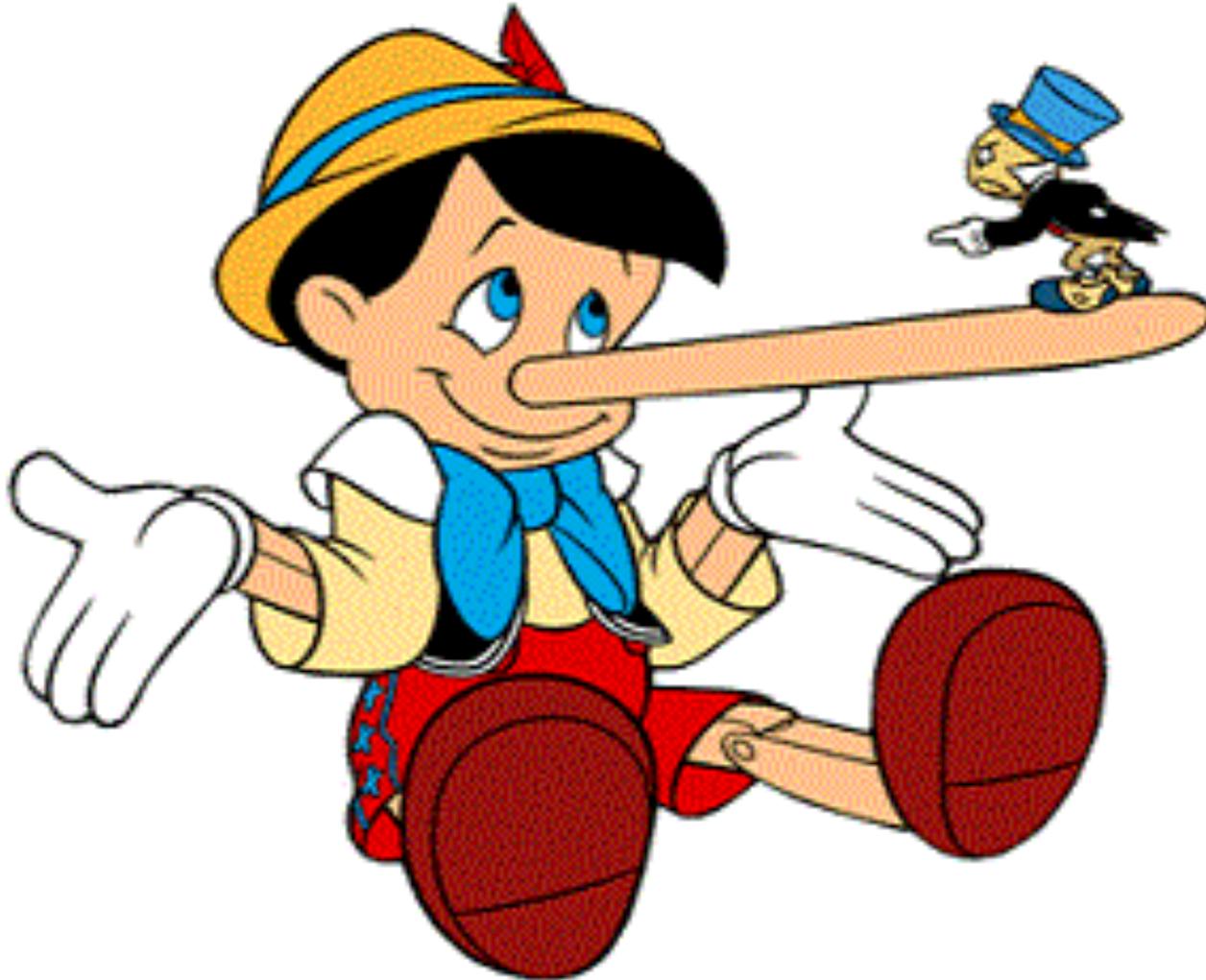
5Cs OF PERFORMANCE LEADERSHIP

- 👑 CLARITY
- 👑 CANDOUR
- 👑 COMMUNICATIONS
- 👑 CHALLENGE
- 👑 COACHING

CLARITY



CANDOUR



COMMUNICATIONS



CHALLENGE



COACHING



5Ps OF A PERFORMANCE TEAM

- 👑 PURPOSE
- 👑 PEOPLE
- 👑 PRIORITIES
- 👑 PLAN
- 👑 PERFORMANCE

PURPOSE



CLARITY OF PURPOSE

- | | |
|--|-----------|
| 👑 TO MAKE PEOPLE HAPPY | DISNEY |
| 👑 A JUST WORLD WITHOUT POVERTY | OXFAM |
| 👑 TO CREATE A BETTER EVERY DAY LIFE FOR PEOPLE | IKEA |
| 👑 TO PUT A MAN ON THE MOON | NASA |
| 👑 WE WILL DESTROY YAMAHA | HONDA |
| 👑 CRUSH ADIDAS | NIKE |
| 👑 A PC IN EVERY HOME | MICROSOFT |
| 👑 A BOTTLE OF COKE IN EVERY GI'S HAND... | COCA-COLA |

PEOPLE

CFO asks CEO: "What happens if we invest in developing our people and then they leave us?"

CEO: "What happens if we don't, and they stay?"

MANAGING PEOPLE – THE BALANCE

- ① 'TOUGH' MANAGER
- ① AUTOCRAT
- ① LIKED BY SUPERIORS
- ① ORGANISATION WIN
- ① RESULTS FOCUSED
- ① *'BOTTOM-LINE MANAGER'*
- ① *'HARD-NOSED'*
- ① *'REALISTIC'*
- ① *'PROFIT-MINDED'*
- ① 'NICE MANAGER'
- ① DEMOCRAT
- ① LIKED BY SUBORDINATES
- ① PEOPLE WIN
- ① PEOPLE FOCUSED
- ① *'PARTICIPATIVE'*
- ① *'SUPPORTIVE'*
- ① *'CONSIDERATE'*
- ① *'HUMANISTIC'*

Blanchard & Johnson (2004), 'The One Minute manager', HarperCollins

INDIVIDUALS MANAGING INDIVIDUALS



PRIORITIES

LET ME KNOW WHICH
GROUP I SHOULD STOP
WORKING ON.



PERFORMANCE



PERFORMING TEAM



THE HIGH PERFORMANCE EQUATION

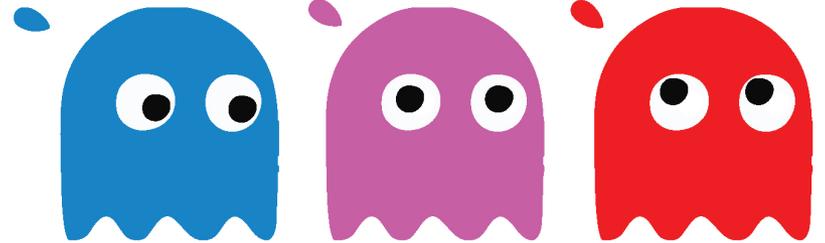
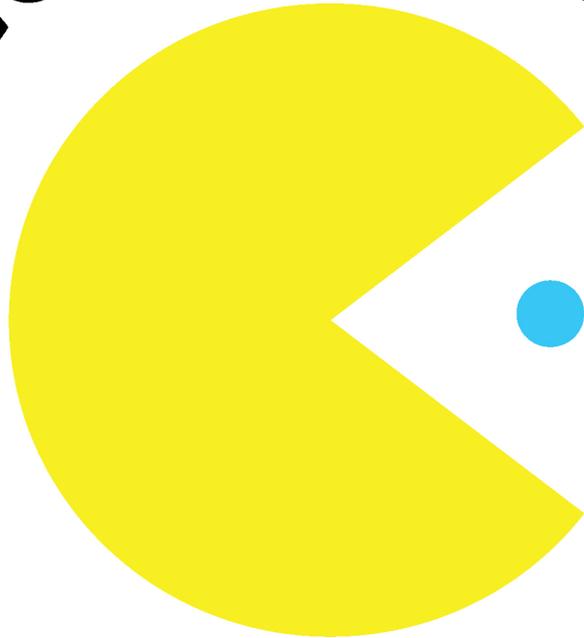


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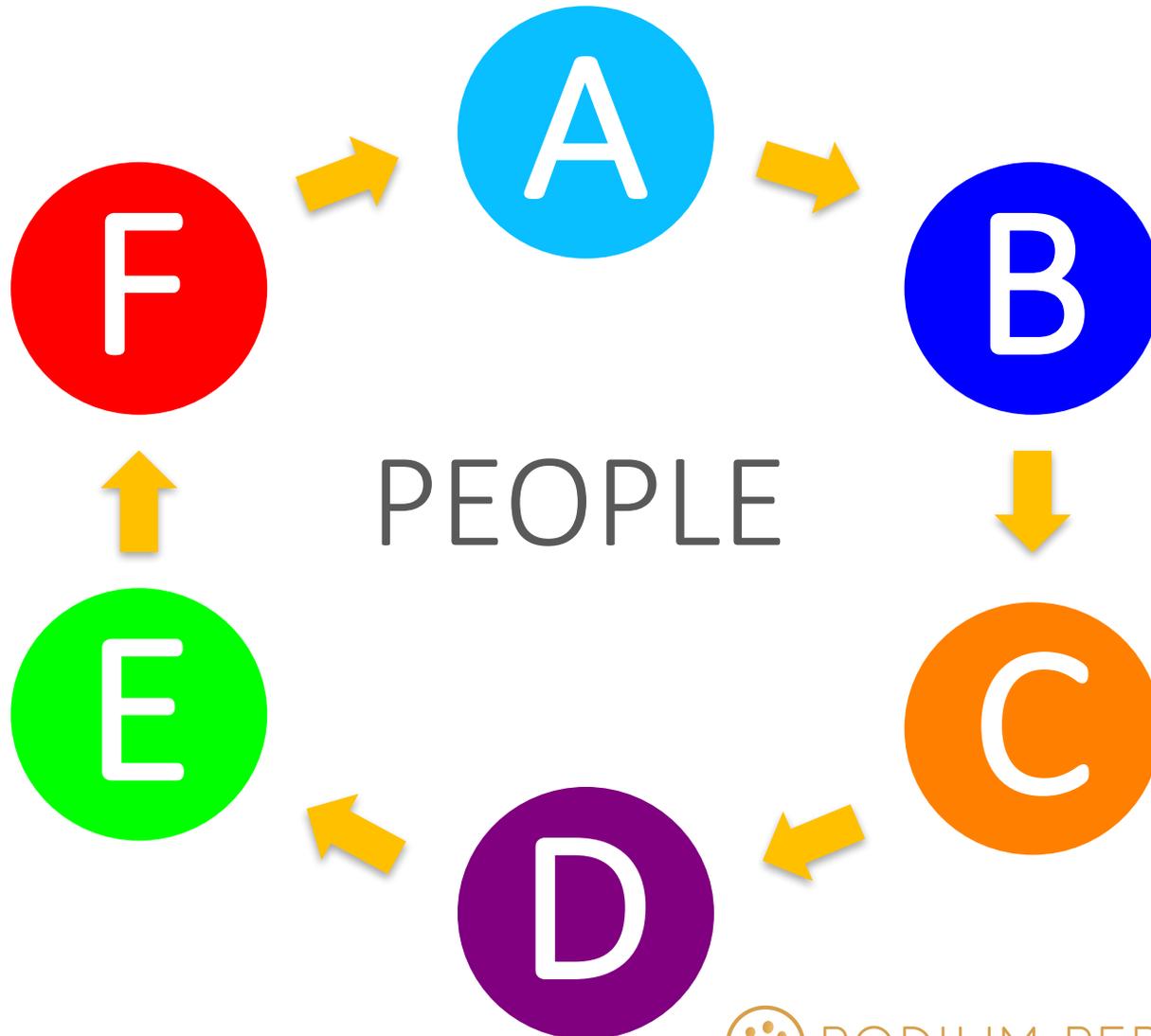
CULTURE EATS STRATEGY FOR BREAKFAST

CULTURE!





THE STRATEGY CIRCLE



STRATEGIC DEVELOPMENT PROCESS

 A – ASPIRATION

 B – BUSINESS

 C – CULTURE

 D – DELIVERY

 E – EXECUTION

 F – FEEDBACK



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PERSONALITY TYPES KEY



Extroverts

are energized by people, enjoy a variety of tasks, a quick pace, and are good at multitasking.



Introverts

often like working alone or in small groups, prefer a more deliberate pace, and like to focus on one task at a time.



Sensors

are realistic people who like to focus on the facts and details, and apply common sense and past experience to come up with practical solutions to problems.



Intuitives

prefer to focus on possibilities and the big picture, easily see patterns, value innovation, and seek creative solutions to problems.



Thinkers

tend to make decisions using logical analysis, objectively weigh pros and cons, and value honesty, consistency, and fairness.



Judgers

tend to be organized and prepared, like to make and stick to plans, and are comfortable following most rules.



Feelers

tend to be sensitive and cooperative, and decide based on their own personal values and how others will be affected by their actions.



Perceivers

prefer to keep their options open, like to be able to act spontaneously, and like to be flexible with making plans.

INDIVIDUALS MANAGING INDIVIDUALS

