

Performance and Talent Leadership Ecosystem Essentials Overview by Ian Berry

People & Culture, L &D, & HR Roles Enable Leaders To Make it Happen © Ian Berry. All rights reserved worldwide

Sustain shared-view (we) in seven areas of significance in and between teams/business units



Essentials

non biased and validated appreciation of the remarkable, the great, the good, the bad, and the ugly.

idealistic yet pragmatic articulation of our Dreams/ Goals/ Ambitions/ Targets/Vision

our reason for being in business, how we're creating more leaders, and fulfilling #1. role of leadership i.e. unleashing and enhancing people's gifts

ability to describe our strategy in a single sentence, and everyone's buy-in to it

role clarity and respect, individual development plans, candid & convivial communication and conversations (8 areas), 70:20:10 framework adaption, quality of coaching and mentoring, meaningful meetings

milestones, lead measures for people, processes, and profit or relationships, tasks, financials; how well we determine and use the metrics that really matter to us.

buy-in to the behaviours of our values, and the quality of our appreciation and accountability conversations.

Key design elements

Structure designed on value delivery roles, People matched to roles and this philosophy is reflected in recruitment and induction (onboarding), Value deliverables clear in role clarity documentation; Ongoing work: Ensuring policies, processes, practices, procedures, and systems, fully support people in bringing their best version of themselves to their work every day.

Other critical success factors

Recruitment & Induction

Talent acquisition sources in place.

Competency, Commitment & Capability matrix maintained and independently assessed regularly.

Selection in alignment with plan in place to continuously close capability gaps.

Proven selection tools used.

Only people who live our values recruited.

Induction (onboarding) is primarily about role clarity and respect, cultural integration, gift unleashing and enhancement.

Employee Engagement & Retention

Employee retention and engagement surveys and other assessment tools are bespoke, acted on, and improvement milestones shared as integral to the ongoing sharing of the story of the business via internal and external comms.

Diversity and equity of opportunity fully embraced.

Rewards, recognition, and remuneration packages are reviewed independently of performance reviews and are in alignment with paying for performance.

Succession planning

Career planning/succession/transition/outplacement/exiting are all seen as 'business as usual' where the needs of the business and individuals are both respected and honoured.

Wisdom retention is an ongoing resource accumulation. The aim is that no learning is ever lost rather available to current and future generations via easy archive access available in print, audio, and video, and via other technology as such emerges.

Brand Integration

Optimum performance by optimum numbers of people = remarkable business results and brand is recognised as a 'lovemark'.

Essential that brand positioning and personalities have aligned unique value promises for each and every stakeholder beginning with employees and customers/clients.



The 11 underpinning principles that enable this work

1. Manifesto more than mission
2. Every human being is remarkable
3. The deepest human principle is the craving to be appreciated
4. Have an attitude of gratitude
5. Take one quantum leap at a time
6. Every Moment Matters
7. Sustaining positive momentum
8. Valued, Values and Value
9. Work harder on yourself and on your business than in your business
10. There's you and me and we, with we mattering most
11. You'll See It When You Believe It

The 3 pillars of the new world of work

Who Before Do
People Before Profit
Less But Better

The 8 roles you must play remarkably well to sustain this work

- ✓ Foundation Role
- Maverick Thinker
- ✓ Intention Role - Maestro of gift/talent enhancement
- ✓ Pivotal Role - Mentor for the motivated/disrupter for the demotivated
- ✓ Focus Role - Magnifier of magnificence
- ✓ Authenticity Role - Connoisseur of candour
- ✓ Traction Role - Story-sharer of significance
- ✓ Credibility Role - Exemplar of execution
- ✓ Purpose role - Disruptive influence for good

Key resources

<http://www.ianberry.biz/appreciative-leader-handbook-ian-berry/>

<http://www.lovemarks.com/>

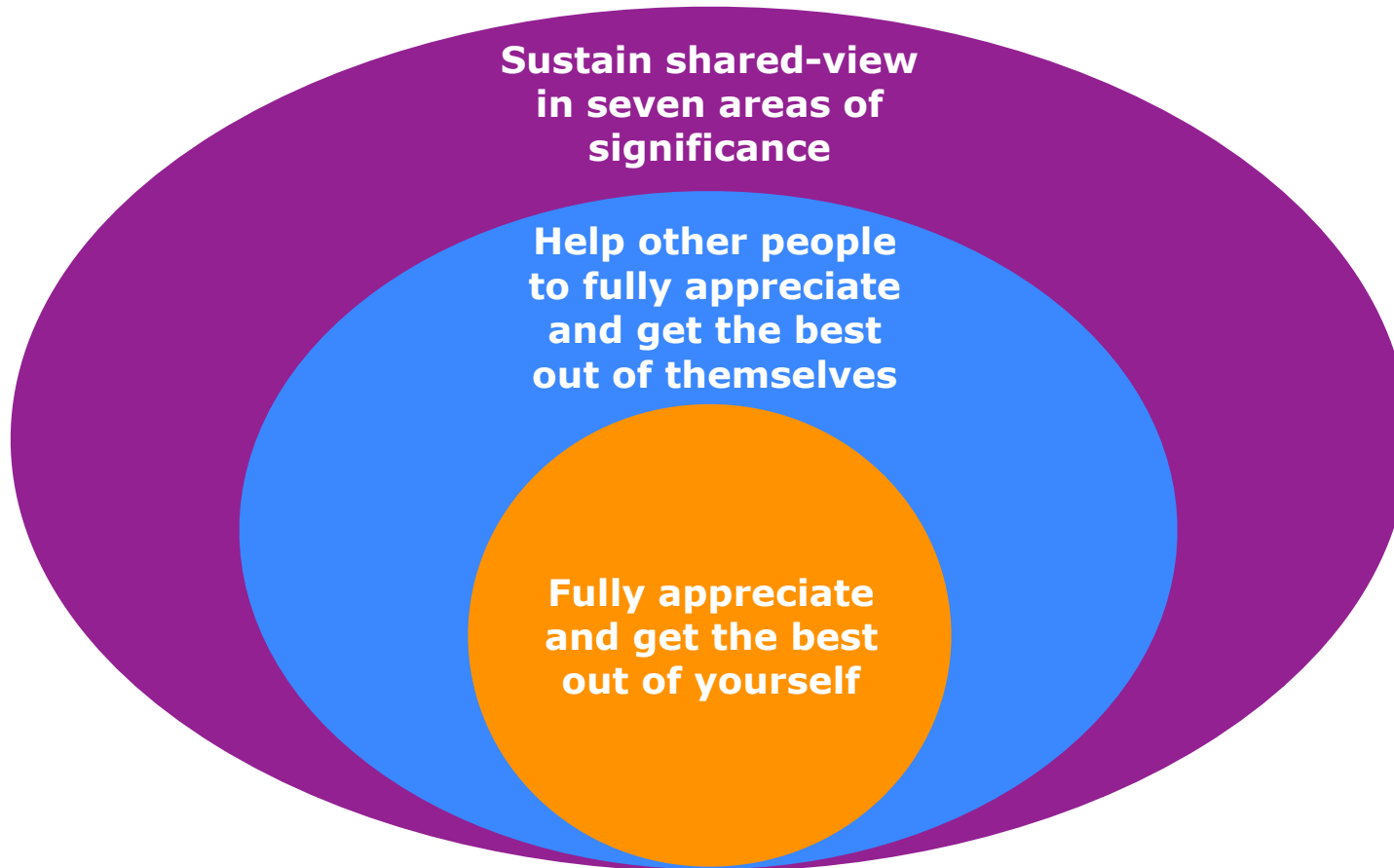
<http://www.ianberry.biz/wp-content/uploads/2015/12/IanBerrysrecommendedreadinglist.pdf>

<http://www.mckinsey.com/business-functions/organization/our-insights/ahead-of-the-curve-the-future-of-performance-management>

<http://blog.ianberry.biz/2016/08/only-meaningful-measurements-matter.html>

Key shifts from old to new world of work

Old world of work	New world of work
<p>Bureaucracy Blame/shame/spin Competition Compromise Corporations Corruption Cultures of control Delivering returns to shareholders Dictatorship/my way is the only way Favouring the few Focus on economics Fixed ways of doing things Goal-based Greed Institutions/old boys clubs Interrupting the masses Jobs/Job security/Jobs for life Managing people Machines Men Partisan Performance appraisals/formality Planet exploitation/destruction Politics Results Self-interest Sticking with the status quo Strategic planning/change management Unsolicited feedback Venture capitalism "Wall street", "Phantom wealth"</p>	<p>Decisive actions in moments of truth Accountability/Appreciation/Authenticity Collaboration Co-promise Co-operatives/networks Cooperation Cultures of candour Delivering value to all stakeholders Difference/finding a way together Enabling everyone to enhance their gifts Focus on solving society's problems Flexibility/adaptability Value-based Gratitude Individuals/equity of opportunity Engaging with niches/tribes/communities Roles/Alliances/Network Intelligence/Alumni Leading people Managing processes Gardens Men and women Bi-partisan Candid/convivial conversations/informality Planet protection/regeneration People Reasons and relationships Enlightened self-interest Changing what's normal Strategy in a sentence/Change leadership Requested "feedforward" and feedback Crowd-sourcing/crowd-funding "Main street", "Real Wealth"</p>



Assumption: You have product/s/service/s that a carefully identified group of people want, and proper, ethical financial systems to manage cashflow and profits.

