

Raising The Vitality and Positive Impact of Your Leadership Pulse Check

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For assistance or clarification please telephone me on +61 418 807 898



This is an aggregated pulse check is for insert your business name and team name on the line below

Your name _____ Your email address _____

Your telephone number _____

Raising The Vitality and Positive Impact of Your Leadership Pulse Check part **one** of six

Please place an X where your team is now (Good, Great or Remarkable)
and a ✓ where you believe you need to move to

Leadership is the art of ensuring people feel valued	Good i.e. basic standards of performance are being achieved	Great i.e. above average; better than basic	Remarkable i.e. "conspicuously extraordinary"
1. Everyone in my team is continuously developing their high levels of self-awareness.			
2. Everyone in my team is continuously developing their high levels of awareness of other people.			
3. As individuals we compete with ourselves and are always seeking to collaborate with each other and other people.			
4. We are each willing to disrupt and change ourselves.			
5. The purpose of leadership being to create more leaders is being fulfilled.			
6. We are being the change/s we want to see in our workplace.			
7. The number one role of leadership i.e. unleashing and enhancing personal and other people's gifts (talents), is being fully embraced.			
8. We have a shared-view about reality, possibility, purpose, strategy, execution, metrics, and culture and values.			
9. The vast majority of our employees have had input into the seven areas of significance in statement 8. and therefore own their individual piece of the puzzle.			
10. Our leadership inspires people to bring everything remarkable that they are to everything they do.			

Raising The Vitality and Positive Impact of Your Leadership Pulse Check part **two** of six

Please place an X where your team is now (Good, Great or Remarkable)
and a ✓ where you believe you need to move to

<p>Management is the practice of ensuring it's simple for people to deliver value</p>	<p>Good i.e. basic standards of performance are being achieved</p>	<p>Great i.e. above average; better than basic</p>	<p>Remarkable i.e. "conspicuously extraordinary"</p>
<p>1. All policies, procedures, practices, processes and systems are being systematically reviewed every day to ensure they are enabling people to bring the best version of themselves to their work.</p>			
<p>2. We have an operating structure that is a supplier-customer chain, and developed without people in mind.</p>			
<p>3. Wherever possible we recruit people to match roles identified in our operating structure.</p>			
<p>4. Our operating structure is regularly reviewed in the light of being remarkable in all our transactions and interactions.</p>			
<p>5. When problems/challenges arise we do not seek to find a solution rather we take the opportunity to innovate and remove the underlying cause of the problem/challenge.</p>			
<p>6. Our key learning, unlearning, and relearned is shared and stored for posterity using the latest technology.</p>			
<p>7. We have got the harmony right between technology replacing humans where appropriate, and yet using technology for us is always about enhancing the human experience for our employees and other stakeholders.</p>			

Raising The Vitality and Positive Impact of Your Leadership Pulse Check part **three of six**

Please place an X where your team is now (Good, Great or Remarkable)
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Culture is “what it means to be human here, immersed in a Who Before Do and We Before Me Philosophy	Good i.e. basic standards of performance are being achieved	Great i.e. above average; better than basic	Remarkable i.e. “conspicuously extraordinary”
1. We never confuse people with problems and always consider who before do.			
2. We follow an agreed change process.			
3. We follow an agreed and transparent decision process for all major decisions.			
4. Every day decisions are made by people at the coalface following agreed processes and protocols.			
5. Dissent is highly appreciated and sought after in our team.			
6. We embrace candid and convivial communication and conversation and follow agreed processes to resolve conflicts, deal with disagreements, and overcome difficulties.			
7. We enable our employees to have life/work harmony by agreeing to flexible working arrangements and a happy and healthy working environment.			
8. The learning and development programs, platforms, and opportunities that we provide for our employees are recognised as state of the art and leading edge.			
9. Our learning and development is critical to helping our employees fulfill the 3 intrinsic motivators identified by Daniel Pink: <i>“Autonomy: the urge to direct our own lives Mastery: the desire to get better and better at something that matters Purpose: the yearning to do what we do in the service of something larger than ourselves”.</i>			

Raising The Vitality and Positive Impact of Your Leadership Pulse Check part **four** of six

Please place an X where your team is now (Good, Great or Remarkable)
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<p>Every human being is remarkable simply through our birth. We help people to feel valued by helping them to see themselves as remarkable, and to become who they see</p>	<p>Good i.e. basic standards of performance are being achieved</p>	<p>Great i.e. above average; better than basic</p>	<p>Remarkable i.e. "conspicuously extraordinary"</p>
1. We see every human being as the remarkable one-of-a-kind that each of us is.			
2. At the forefront of our leadership is helping people to see themselves as remarkable and to become who they see.			
3. We catch people doing the right things and doing things right and let them know we caught them by having appreciation conversations with them.			
4. We help our employees to create personal and business development plans that mean they own their piece of our strategy execution plan.			
5. We ensure candid and convivial conversations about performance with employees are about what has been agreed to in their plan.			
6. We help people to be accountable when things don't go according to their plan, not by being critical, rather by asking great questions that inspire candour and authenticity.			
7. We excel at telling and sharing authentic and inspirational stories about our people's successes and we publicise these stories widely.			
8. We recognise and reward people for remarkable performance in ways that they suggested.			
9. We informally and formally celebrate with people what is going well for them personally and in their work.			
10. Our quest everyday is to fully appreciate and get the best out of ourselves and other people.			

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Please place an X where your team is now (Good, Great or Remarkable)
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Our values are virtues i.e. behaviours	Good i.e. basic standards of performance are being achieved	Great i.e. above average; better than basic	Remarkable i.e. "conspicuously extraordinary"
1. Our values are lived through virtues i.e. agreed behaviours that mean our adherence to high moral and ethical standards of being and doing.			
2. We're very confident that these behaviours are sustainable and not likely to change even when we may be in difficult situations.			
3. We are open and honest about our mistakes and failures and celebrate and share the learning from them.			
4. We are kind and compassionate to people as a matter of course.			
5. Our risks, perceived and real, are well documented and there are scenario plans in place that are ready to be executed.			
6. We are trustworthy.			
7. Our culture is based on everyone being able to be the best version of themselves as one-of-a-kind human beings.			
8. Our culture reflects our who before do and we before me philosophies.			
9. We call it when we detect BS.			
10. We know that it is not what happens or what is said that matters, rather how we respond.			

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Please place an X where your team is now (Good, Great or Remarkable)
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We help other people to achieve what's important to them by delivering value to them in agreed ways	Good i.e. basic standards of performance are being achieved	Great i.e. above average; better than basic	Remarkable i.e. "conspicuously extraordinary"
1. We give without attachment to getting back.			
2. We have clearly articulated value delivery promises for each team member, other employees, customers/clients, and all stakeholders.			
3. Our role clarity statements clearly articulate who we have relationships with personally and the value delivery promises we have with them.			
4. We excel at having metrics in place that show our progress at meaningful work that delivers value to others.			
5. We excel at displaying our metrics via scorecards/scoreboards.			
6. We are always courteous and civil when making requests, and show genuine appreciation when value is delivered to us.			
7. We send messages with a specific goal in mind and check in with people to ensure message effectiveness.			
8. We listen to understand and reflect back to others to demonstrate our understanding.			
9. We are experts at having accountability conversations with people when their actions fail (for whatever reason) to deliver on their promises.			
10. We are always seeking to design and implement pioneering and truly innovative ways to create and deliver value.			
11. We make a highly valued contribution to the communities in which we operate.			
12. We demonstrate by our actions that we are committed to leaving the world a better place than we found it.			

Please email your completed aggregated pulse check to ian@ianberry.biz

Ian will be in touch to schedule your complementary, no obligation, online mentoring session.