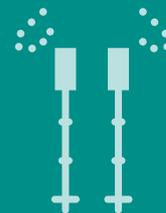
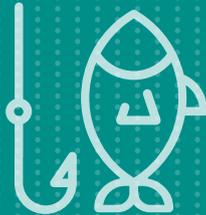


Self Development Guide Leading Leaders

Module 3
Deliver / Kawenga



Deliver

You and your team operate in a **dynamic environment** that is continuously changing. This creates challenges around continuously scanning the environment for new trends and changes as well as ensuring you have energetic and motivated staff to meet these frequent challenges and deliver effectively to your communities. Research shows that agile, creative problem solving only comes from motivated and engaged staff. As a senior leader you have a key role in creating an environment that encourages diverse thinking and agile behaviours.

Kawenga



Ideas and inspiration to get you thinking

Read the Forbes article by Joseph Folkman - The 6 Key Secrets to Increasing Empowerment

→ <https://www.forbes.com/forbes/welcome/?toURL=https://www.forbes.com/sites/joefolkman/2017/03/02/the-6-key-secrets-to-increasing-empowerment-in-your-team/&refURL=&referrer=#56a5a75377a6>

Watch the video - Employee Engagement - Who's Sinking Your Boat?

→ <https://www.youtube.com/watch?v=y4nwoZ02AJM>

Watch Tedx Talk by Dan Ariely-Predictably Irrational - Basic Human Motivations

🕒 18 minutes
→ <https://www.youtube.com/watch?v=wfcro5iM5vw>

Watch Organizational Learning Tool: The Decision Making Continuum

🕒 6 minutes
→ <https://www.youtube.com/watch?v=PHdJe-WTwYg>



Reflection questions to help gain clarity, purpose & meaning

1. Thinking about your team, answer the following questions:

Team member's name					
What situations do they thrive in? When do you see them really shine?					
What challenges do they face, what gets in the way of their success?					
What would make them more successful?					
On a scale of 1-10 how motivated are they are the moment?					
What was the last piece of quality feedback they got from you?					

2. Reflecting on the questions on the previous page:

a) What do you notice, what stands out for you?

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b) What are one or two key steps you could do as a senior leader to increase engagement and empowerment in your team?

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3. During your next two or three team meetings ask one or two of the following questions:

A. What are the three things that are holding us back from being successful right now?

B. What is everyone thinking, but nobody has the courage to say?

C. If someone were going to come along and put us out of business/action, what would they do?

D. What's our biggest concern as an organisation/team? (Ask "why." Then repeat asking "why" four more times.)

E. If we weren't going to behave or play by the rules, what would we do?

F. If there were zero chance of failure, what would we do?

G. If we could start over with a blank slate, what would we do differently?

H. What do you need from me in order to help you reach your full potential as a team?

I. Other – think of your own questions that would help you be more effective as a team and as a senior leader

