## Leadership&Teambuilding

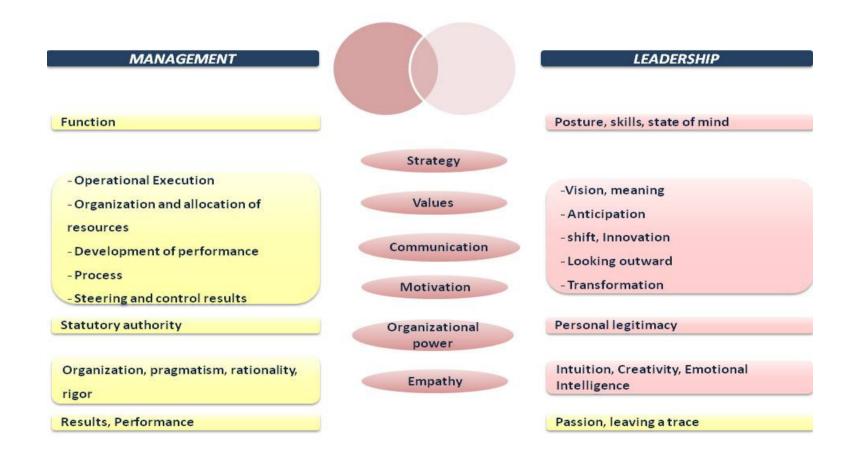
SoftConsulting s.p.

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Konsultant za poslovni razvoj



### • • Leadership & Management





### Leadership & Management

#### Leadership & Management

Instilling an inspiring vision

Getting important things done

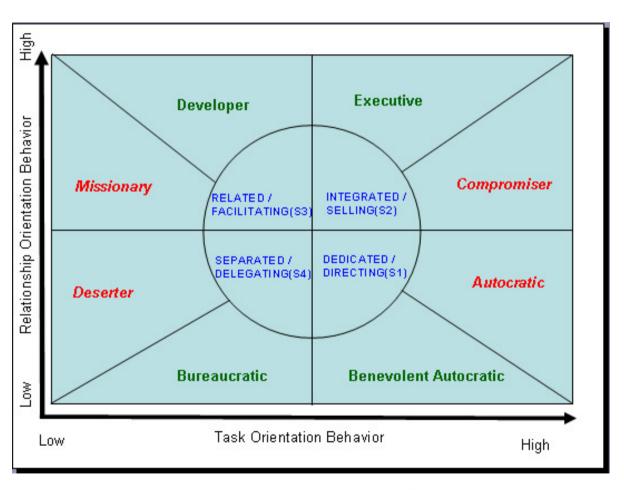
Instilling good operational processes

avid Truss – http://pairadimes.davidtruss.com/leadership-and-man

### • • Strategic Development Tools



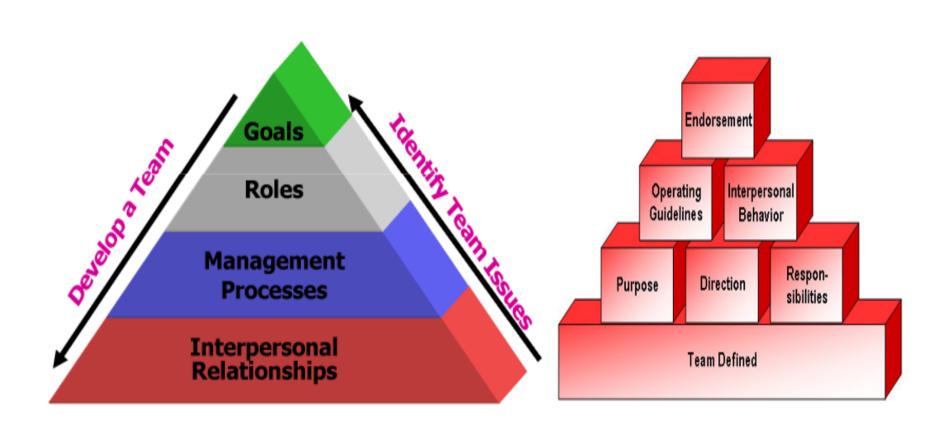
## • • Leadership Styles



## • • Five Tier Model

LEVEL 5 EXECUTIVE LEVEL 5 Builds enduring greatness through a paradoxical blend of personal humility and professional will. **EFFECTIVE LEADER** LEVEL 4 Catalyzes commitment to and vigorous pursuit of a clear and compelling vision, stimulating higher performance standards. LEVEL 3 COMPETENT MANAGER Organizes people and resources toward the effective and efficient pursuit of predetermined objectives. CONTRIBUTING TEAM MEMBER LEVEL 2 Contributes individual capabilities to the achievement of group objectives and works effectively with others in a group setting. LEVEL 1 HIGHLY CAPABLE INDIVIDUAL Makes productive contributions through talent, knowledge, skills, and good work habits.

## Effective Team Development Process



### Organizational Team Building

#### Performance

- Focus on results
- · Establish best practice
- Achieve dramatic improvements in performance and productivity
- Celebrate accomplishments
- Function as a cohesive highperformance, high impact team

#### **Teaming**

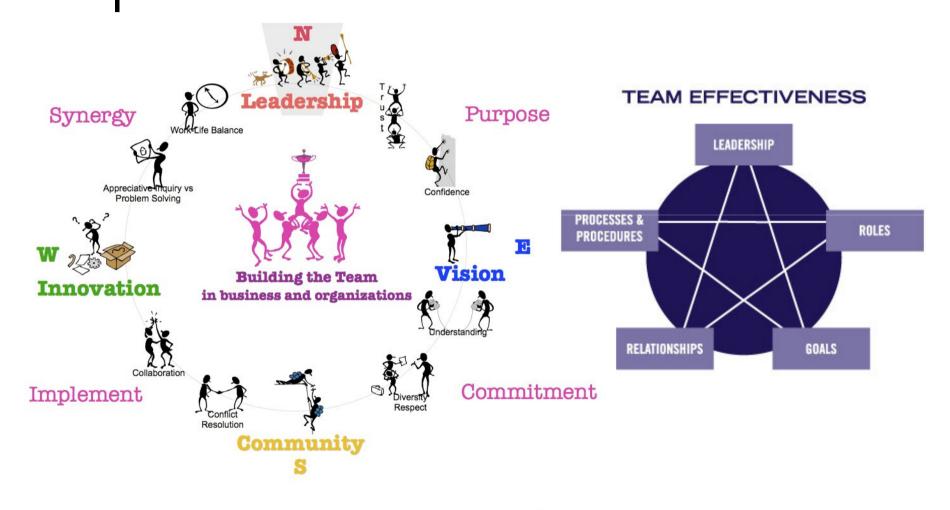
- · Enhance trust
- Reduce unhealthy conflict
- · Communicate more effectively
- · Build a positive team culture
- Destroy "we-they" perceptions
- Build rapport
- Decrease politics, egos, and other dysfunctional behaviors
- Enhance interpersonal relationships

#### Individual Accountability

- Take ownership and accountability
- Improve morale
- Eliminate self-destructive negative behaviors
- · Increase satisfaction
- · Be more receptive to change
- Sustain high levels of energy and motivation
- Recognize, and build on each other's strengths

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#### Building the Team Effectiveness



# Zaključak

- "Coming together is a beginning, staying together is progress, and working together is success."
  - Henry Ford
- "Alone we can do so little, together we can do so much."
  - Helen Keller

• • Hvala na ukazanom povjerenju!

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