

Seven essentials of whole organisation leadership

How do you add value as a leadership team? The agenda you find yourselves focusing on may not match the strategic leadership you know you need to provide.

What difference would it make to your organisation if you no longer met and functioned as a team? What would people miss? Answering those questions can help you clarify the distinctive contribution that you can make as a leadership team.

To help prompt your thinking, here are seven essentials of whole organisation leadership - straightforward descriptions of how you can focus your time and energy on leading your organisation:

Strategy - formulating and communicating the organisation's purpose and the means to achieve it.

Culture - establishing and exemplifying the standards and norms that support the ambitions of the organisation.

Focus - mobilising people at every level of the organisation to focus their time and energy day-by-day on what really matters.

Governance & Performance – setting and tracking critical indicators of success and probity.

Resources - ensuring that the organisation has the wherewithal to deliver its strategy and performance to the standards set.

Leadership development - developing diverse leaders at every level, and ensuring there are leaders ready to move up.

External relationships - ensuring that relationships with stakeholders are based on trust, reciprocity, and a shared understanding of each other's expectations and capacity.