



IMPROVING PERFORMANCE THROUGH PEOPLE

PRESENTED BY RICHARD SSEBAGGALA – AUGUST 27, 2022



Objectives

By the end of this session, we will have:

- Reviewed the (unbinding) pulse of our teams
- Reviewed the Five Team Dysfunctions
- Reflected on how we can live our values as leaders
- Reflected on and committed to personal action on improving our performance as leaders





LEADERSHIP SELF- AWARENESS

HOW ARE AM I DOING AS A LEADER? (X/5)

Our Mission, Vision, Values (Not IBAUs!!!)



Our Vision

Write down your company's Vision without checking or consulting
(1 minute)

Our Mission

Write down your company's Mission without checking or
consulting (1 minute)



The Five Dysfunctions of a Team

Patrick Lencioni 1965

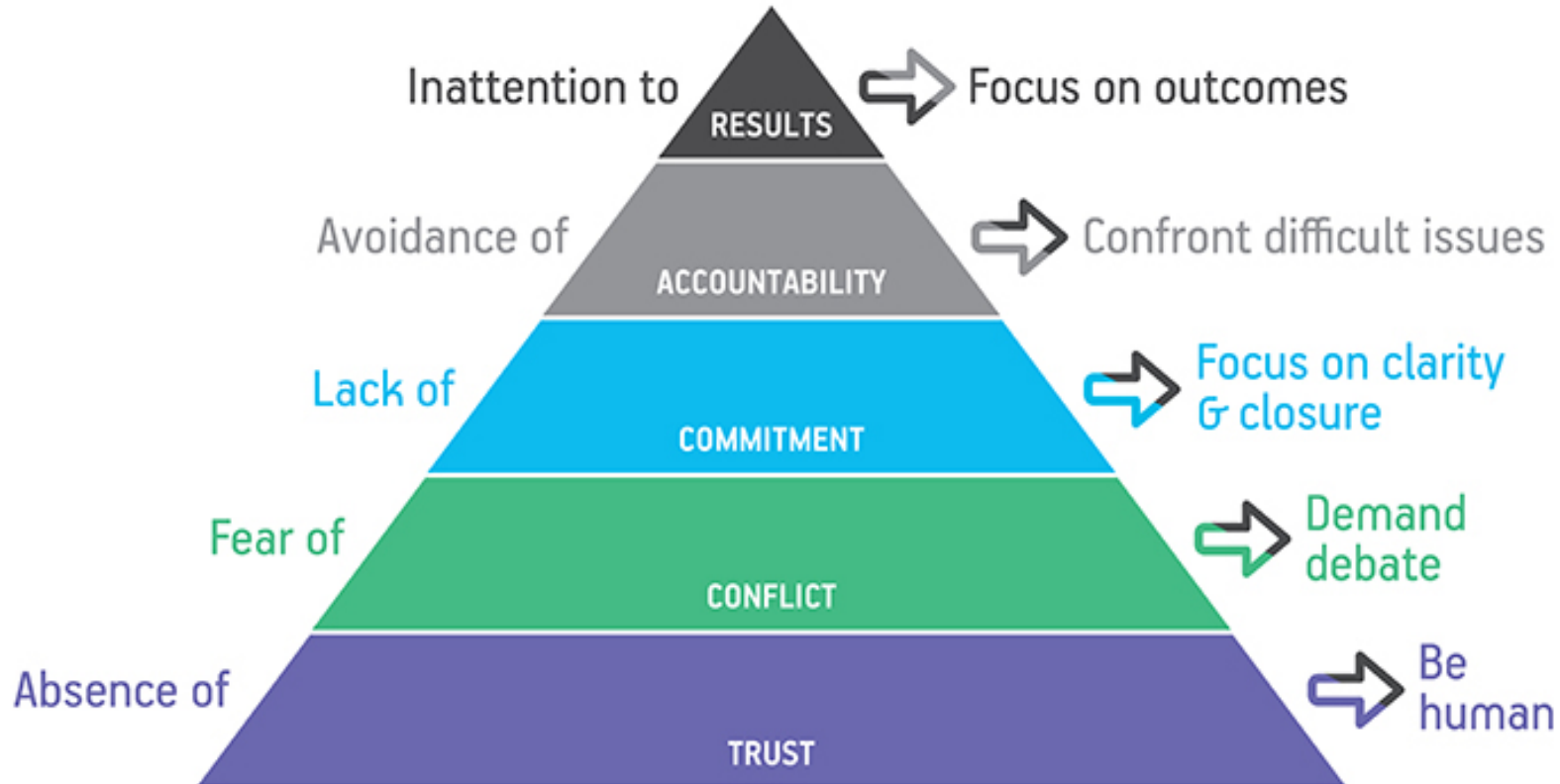
The 5 Dysfunctions of a Team



The Five Dysfunctions of a Team

Patrick Lencioni 1965

The 5 Dysfunctions of a Team



Do We Aim for Proficiency or Creativity?

Proficiency

- Doing things the same way
- Machine-like reliability
- Goal behaviors are clearly defined
- Clear directions/rules to the goal are spotlighted
- Checkpoints regularly revisited

Creativity

- Creating something that has never been there before
- Similar to a new expedition
- Leaders provide support, fuel, tools
- Allows the team's creative autonomy

As a leader, how well do you identify the skills types needed and tailor your leadership accordingly?





Results: How can leaders address the Gaps?

BASED ON THE RESULTS OF THE MENTIMETER **POLL 2**

Ideas for Action



- Identify what requires proficiency and creativity skills
- Embrace use of catchphrases, slogans E.g. We either win or they lose
- Decide what really matters and measure it
- Show pride in your MISSION, VISION and VALUES
- Focus on bar-setting behavior
- Demand discussion, debate
- Be willing to be vulnerable



What ONE action can I commit to?



How will I hold myself accountable?



My Personal Commitment

What do I commit to **being** as a team leader?

What **1 or 2 actions** will I take to re-align my team to perform better?

	ACTION	BY WHEN?	MEASURE OF SUCCESS	SUPPORT NEEDED
	1.			
	2.			





"Clients do not come first. Employees come first. If you take care of your employees, they will take care of the clients."

RICHARD BRANSON



Q&A

RICHARD SSEBAGGALA

SEBASTIAN.SSEBAGGALA@GMAIL.COM

+256 752 471 099

THANK YOU



Organizational Capacity Building; Customer
Relationship Management; Transformational
Coaching

+256 752 471 099