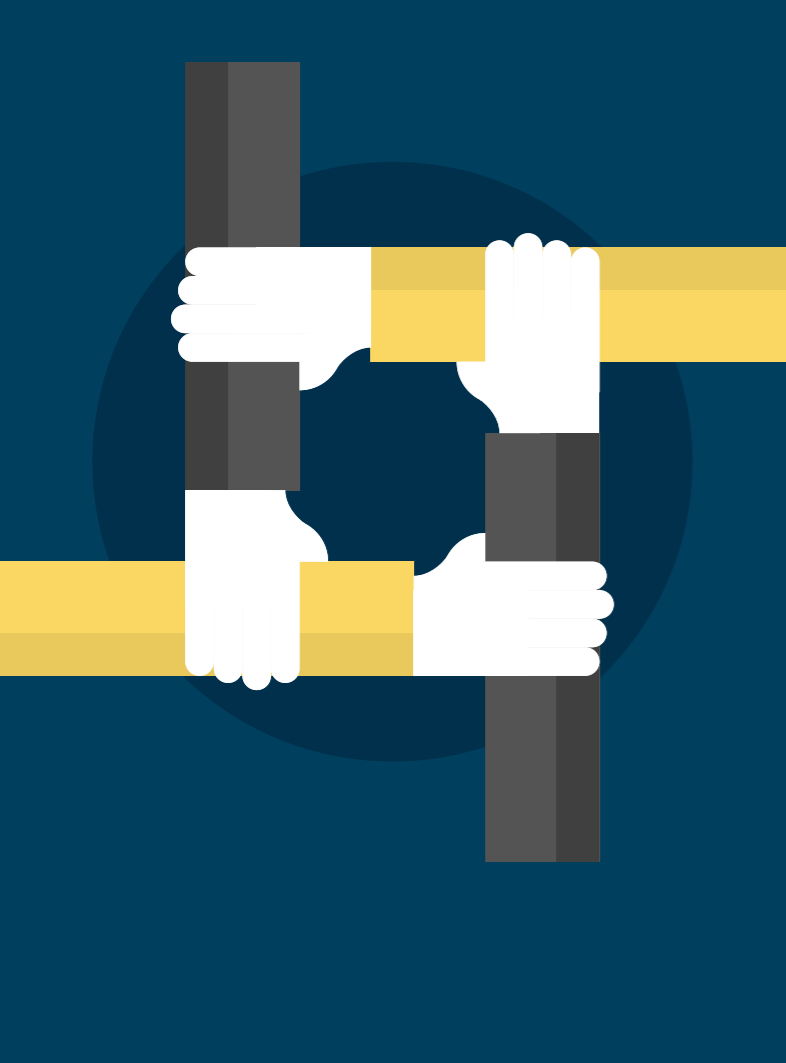


7 WAYS TO INCREASE PRODUCTIVITY THROUGH GREAT BUSINESS LEADERSHIP

How to develop good leadership skills that will raise productivity by getting the most out of your employees



1. HAVE A MISSION

– and Show How Teamwork Helps Achieve it

“In a purpose-driven organisation, people come to work asking, ‘What can I do today? What ideas can I bring to bear that help make us the best we can be?’ This inspiration grows out of following a leader whose cause appeals to them on a deeply profound level.”

(Lee Thayer, Vistage Speaker)

2. LINK PERSONAL LEADERSHIP DEVELOPMENT PLANS TO THE BUSINESS STRATEGY



SHORT-TERM KPIS

Show how current performance directly contributes to fulfilling the company mission



LONG-TERM CAREER PROSPECTS

Show how career progress is linked to company's success

3. GIVE EMPLOYEES THE TOOLS THEY NEED TO SUCCEED

“Asking people to just work harder is the lazy leader’s way of trying to increase output. Instead, good leaders ensure that their teams have the right tools, resources and training to be effective.”

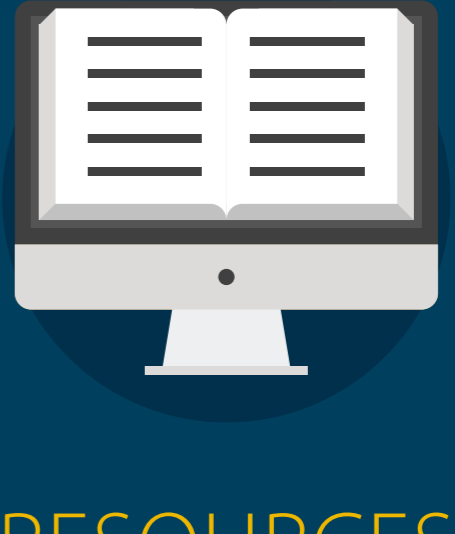
(Gordon Tregold, Author of Leadership: It's a Marathon Not a Sprint)



COACHING



MENTORING



RESOURCES

4. FOCUS ON THE POSITIVES

People who use their strengths every day are 6 times more likely to be engaged at work

(Source: Harvard Business Review)



- Pay compliments
- Keep negative comments brief
- Don't ask questions when you're unwilling to suspend judgment – take time to listen and explore the other person's response
- Respond, don't 're-act'

5. GIVE PEOPLE ACCURATE INFORMATION

Employees deserve to know what's going on, and they do a better job when they have all the facts

“The less people know, the more they yell.”

(Seth Godin, Entrepreneur & Author)



6. FREE UP RESOURCES FROM UNDER-PERFORMING AREAS

Products, services, markets or processes that still have 'a few good years of life' usually require the greatest effort to maintain, and they deplete energy and resources

Ask yourself: “Would we be better off without them?”



7. HIRE GOOD MANAGERS AND EMPOWER THEM

“Productivity of work isn't the responsibility of a worker yet of a manager.”

(Peter Drucker, management consultant, educator and author)



TAKEAWAYS

For your business to attract customers and grow, you need to understand what makes your employees perform at their best – and give them what they need to help the business succeed.

Employees are more productive when they're inspired by the company's mission, so make sure you communicate your purpose effectively.

Link personal development plans to the business's strategy so everyone knows how they contribute to organisation's goals.

Delegate responsibilities to managers and empower them to support employees with tools, resources, coaching and training.

Know when to let go of initiatives that aren't working - they drain your resources and employee morale.



Get Step-by-Step Advice on Honing your Leadership Skills and Boosting Employee Engagement. Download: **The Business Leader's Library. Vol. 6: Leadership**

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