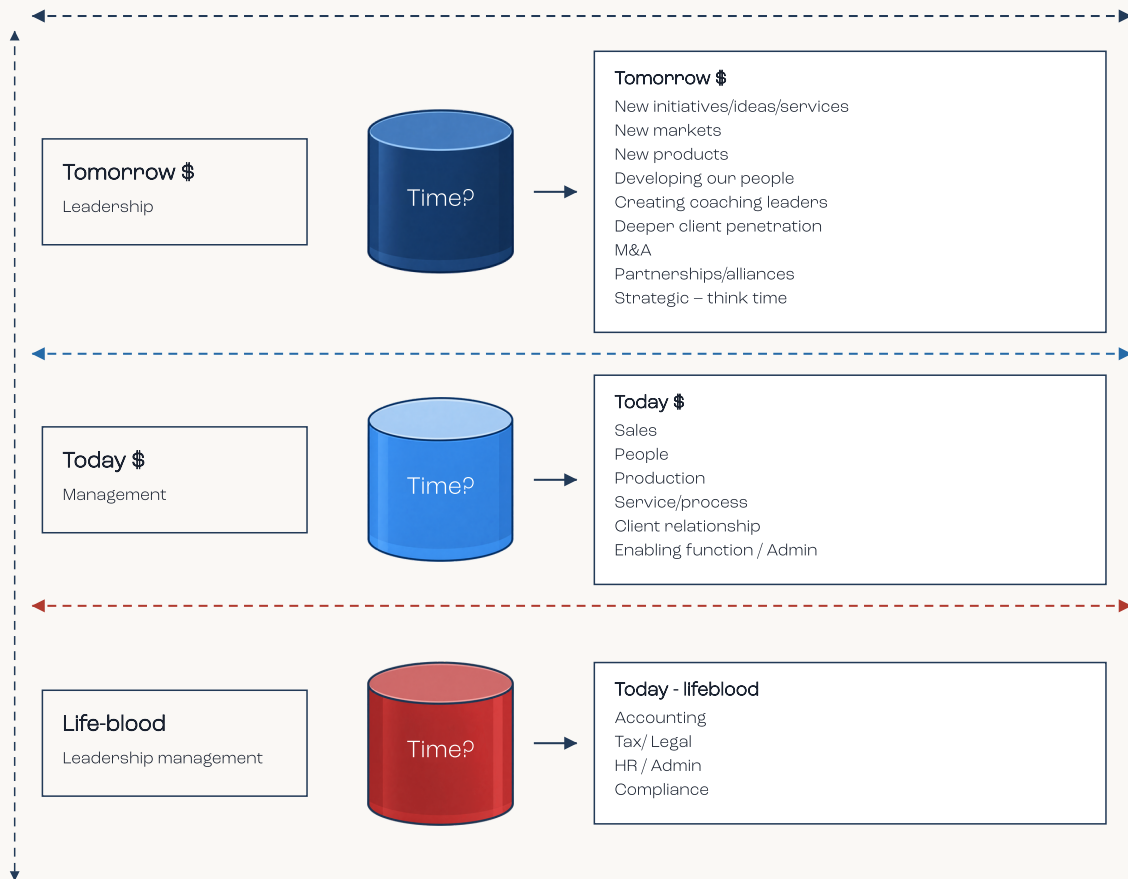


The Capacity **model**

Time and prioritisation



Understanding the difference between management and leadership and effective prioritisation:

1. Where do I spend my time, RED BLUE BLACK?

2. Do my team have clear roles and responsibilities?

3. Are my team leaders and I effective delegators?

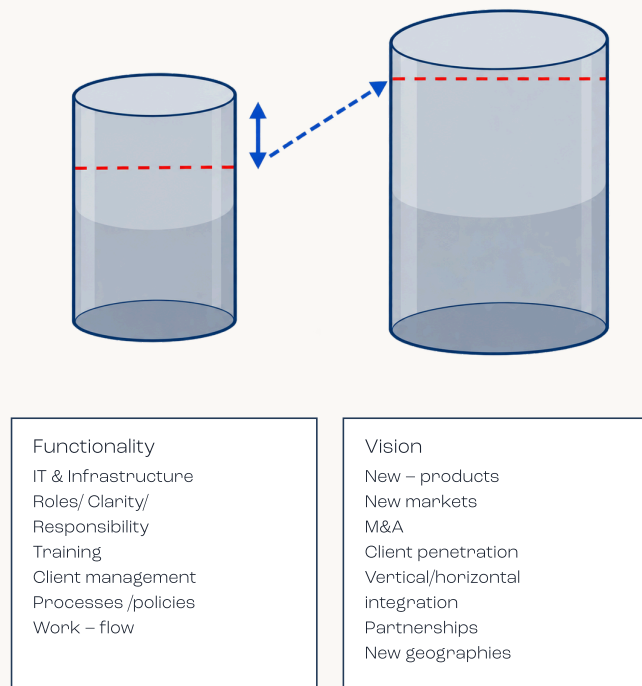
4. Are we good at holding ourselves and others to account?

5. How strategic is my thinking.

6. Am I developing my people?

7. Do we have psychological safety in our team – healthy 2-way feedback?

Capacity and Vision & people Engagement



Internal Option

Internal people capital

Engagement

- EXP = Executives' performance
- EMP = Employees' performance
- CP = Company performance
- Σ = sum of / all

$$\Sigma (EXP) + \Sigma (EMP) = CP$$

Exploring Engagement

"Adding a Variable" such as "corporate engagement". Let's use "e" as engagement.

Total Performance is :

$$\Sigma e(EXP) + \Sigma e(EMP) = CP.$$

What if "e"= 65%

Options?

(coaching/mentoring/leadership development & training & well-being, D&I)

How do we shift "e" from 65% to 100%

To grow the business

8. Are there any capacity constraints in my functions (functionality above)

9. Are there potential efficiencies to be made in our functions?

10. Are all processes and workflows clear and efficient?

11. Do we have clarity of roles and responsibilities?

12. Are people 100% engaged?

Vision

13. Do we have the right environment for innovation and creativity?

14. Do we understand our client's requirements?

15. Do we challenge our current processes?

NOTE The Individual Time Management Survey

Notes