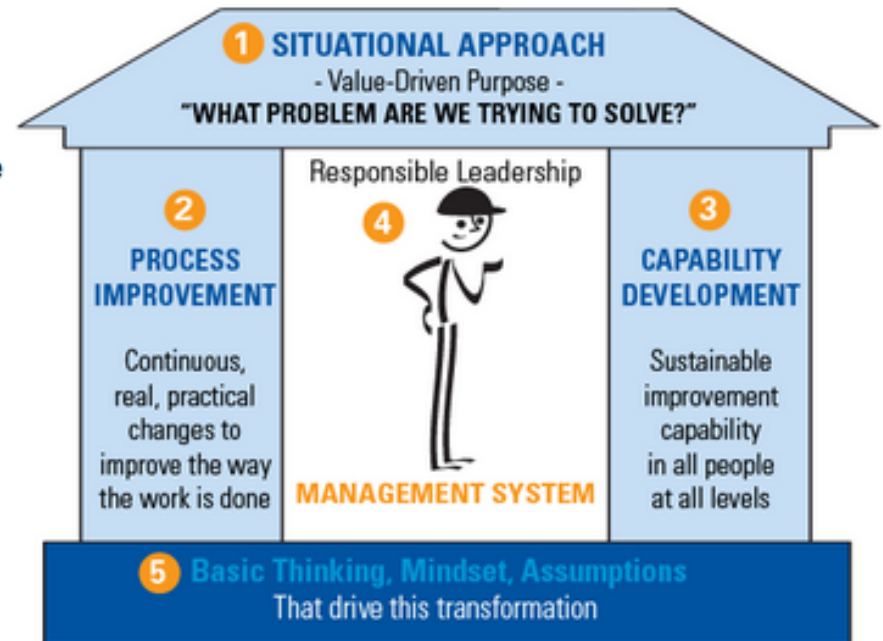


# Leading People in a Lean Way

Gene Leonard, Managing Partner  
LBSPartners

## Questions of the Lean Transformation Model

1. What is the purpose of the change—what true north and value are we providing, or simply: what problem are we trying to solve?
2. How are we improving the actual work?
3. How are we building capability?
4. What *leadership behaviors* and *management systems* are required to support this new way of working?
5. What basic thinking, mindset, or assumptions comprise the existing culture, and are we driving this transformation?



- Vision, Mission, Values
- 3 year plan, 1 year plan
- A way to measure success at waypoints



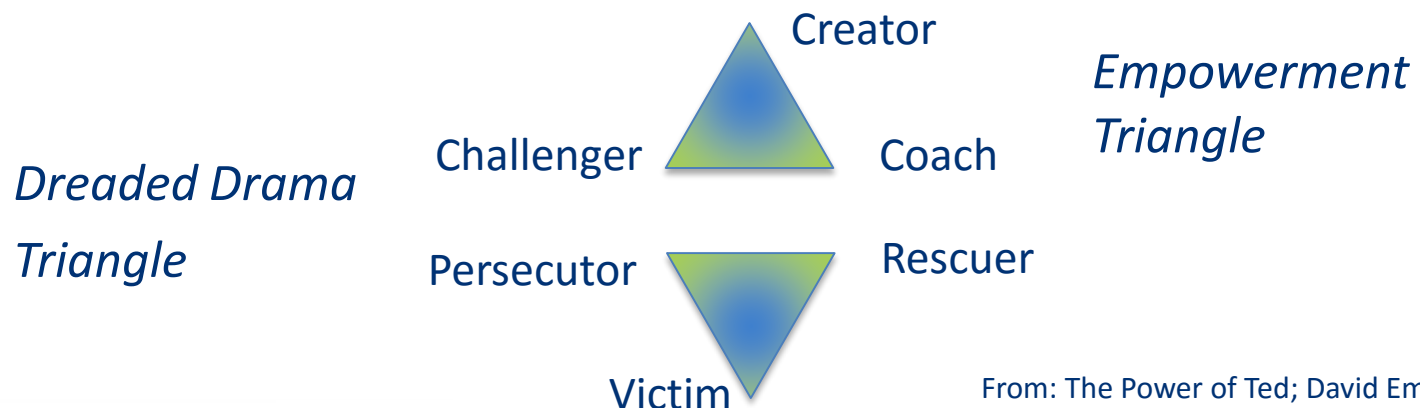
*“In 25 years of coaching, I have oftentimes come across the phenomenon of the talented athlete who just doesn’t work hard enough or the bad apple in the group. Never have I seen any coach able to change these personalities. On this basis, the coach’s prerogative is to work with the athlete who is willing, the one with character. The results bear this out.”*

**Graeme Robson**

*High Performance Sport New Zealand*



- The attitude one takes in response to any interaction impacts greatly on the success of the individual.
  - a majority with a great attitude creates a great culture.



From: The Power of Ted; David Emerald



## ➤ Recruitment Process:

- the process itself
- how employees talk about work at .....
- how you are portrayed in the media
- social media?
- .....



- Basic Thinking, Mindset, Assumptions
  - lead by example
  - respect for all people
  - always strive for improvement
  - encourage long-term thinking
- How you will know the right culture
  - coaching
  - no fear
  - no blame



- Every encounter is a coaching opportunity
- Your role at the beginning of your career was to know the right answers
- Your role now is to ask the right questions