

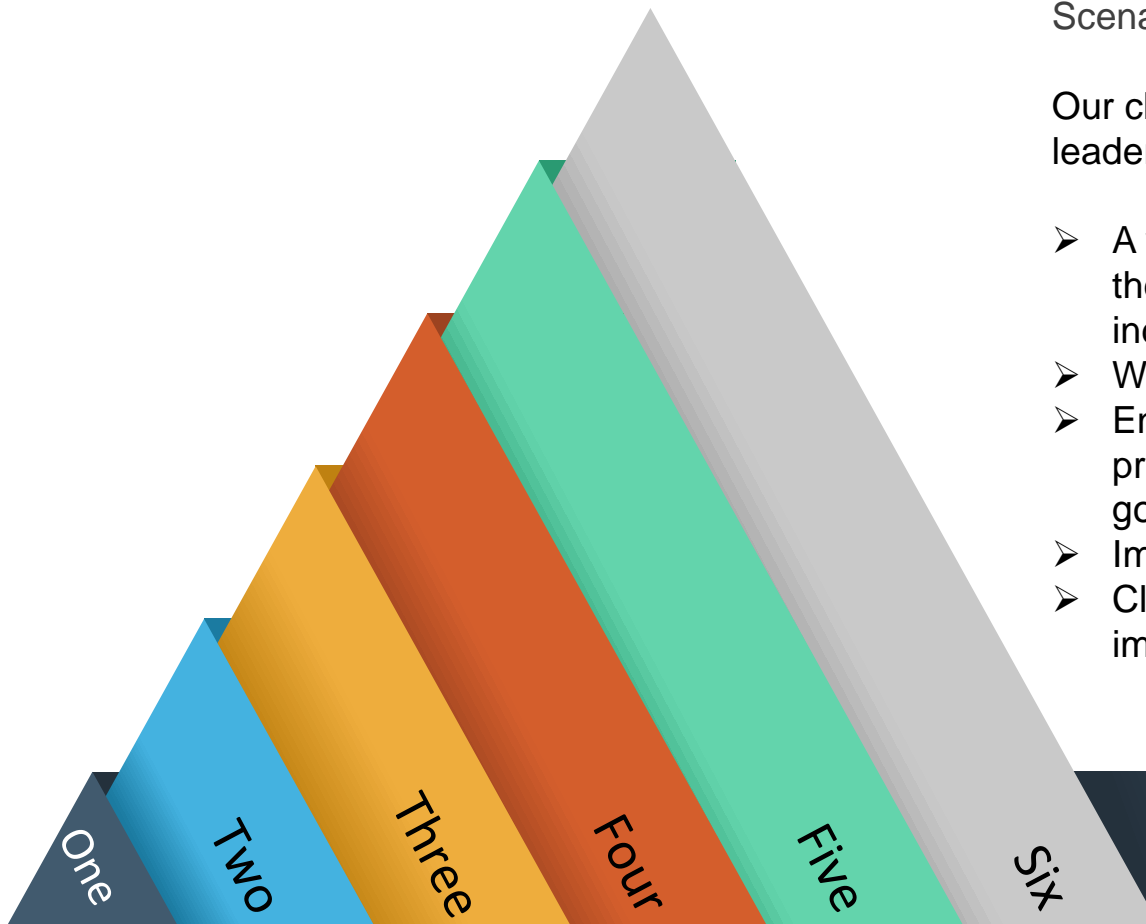


CASE STUDY – LEADERSHIP ALIGNMENT AND COLLABORATION



LEADERSHIP ALIGNMENT AND COLLABORATION

Leadership Direction



Scenario:

Our client had a range of issues which were limiting the leadership team, these included:

- A way to measure ongoing success with projects as they redefine new strategic leadership roles and industry relationship/engagements.
- Working effectively and transparently together
- Ensure all resources are expended on teams preselected for high return industry activities whilst going through its current “growing pains” stage.
- Improved planning process
- Clearly defined teams aimed at providing the greatest impact on SSA’s future success.

CLIENT ISSUE

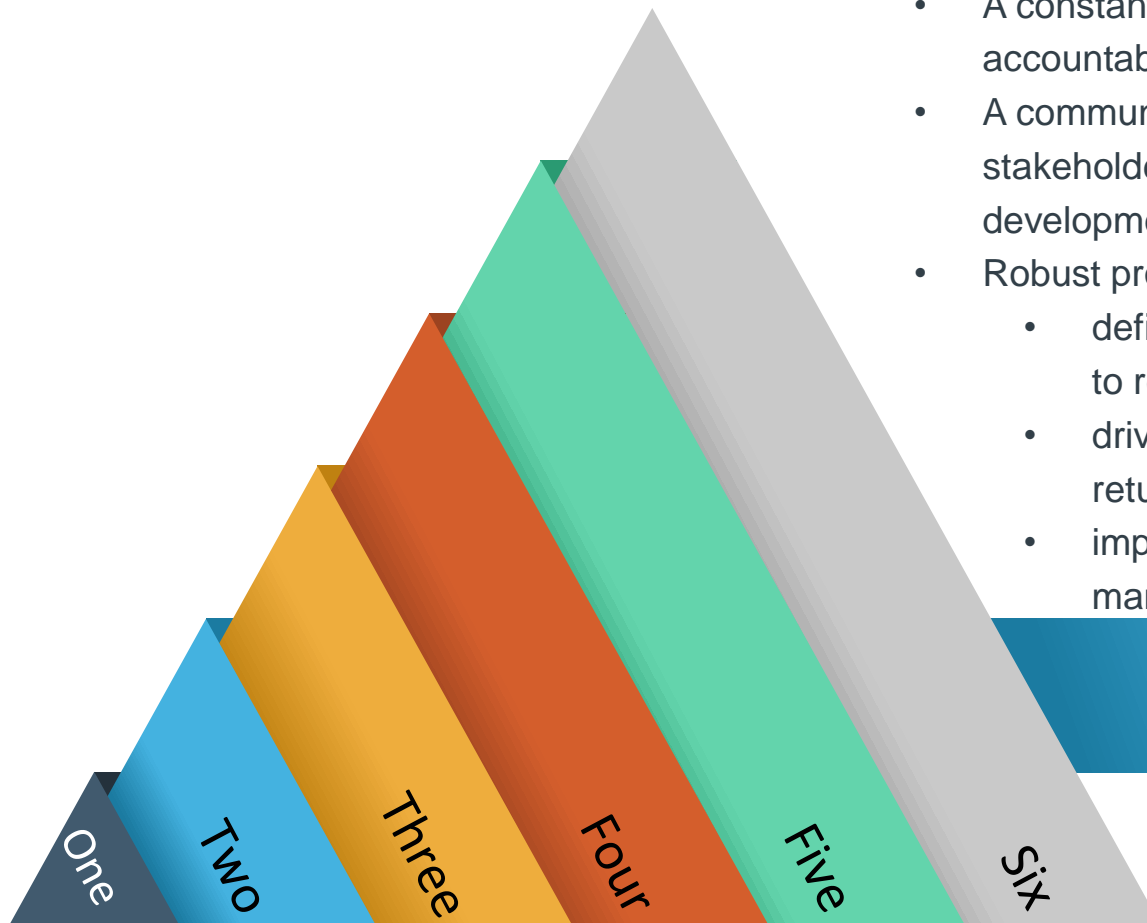


LEADERSHIP ALIGNMENT AND COLLABORATION

New Cultural Approach

Through our research and analysis we determined that SSA required:

- A collaborative approach to a productive effective team culture
- A stakeholder engagement strategy across all three industry pillars and their managers
- A structured and disciplined approach to selected projects and their timely outputs
- A constant rhythm around transparent meetings that drives their accountability
- A communication strategy that allows all internal and external stakeholders to gain visibility on execution on all the workforce development and projects.
- Robust project implementation process which
 - define project teams and specific Steering Committee roles to remove roadblocks
 - drive clear measures of success and deadlines to high return project activities
 - implement Industry initiatives and manage through Industry managers KPI's



GAP ANALYSIS

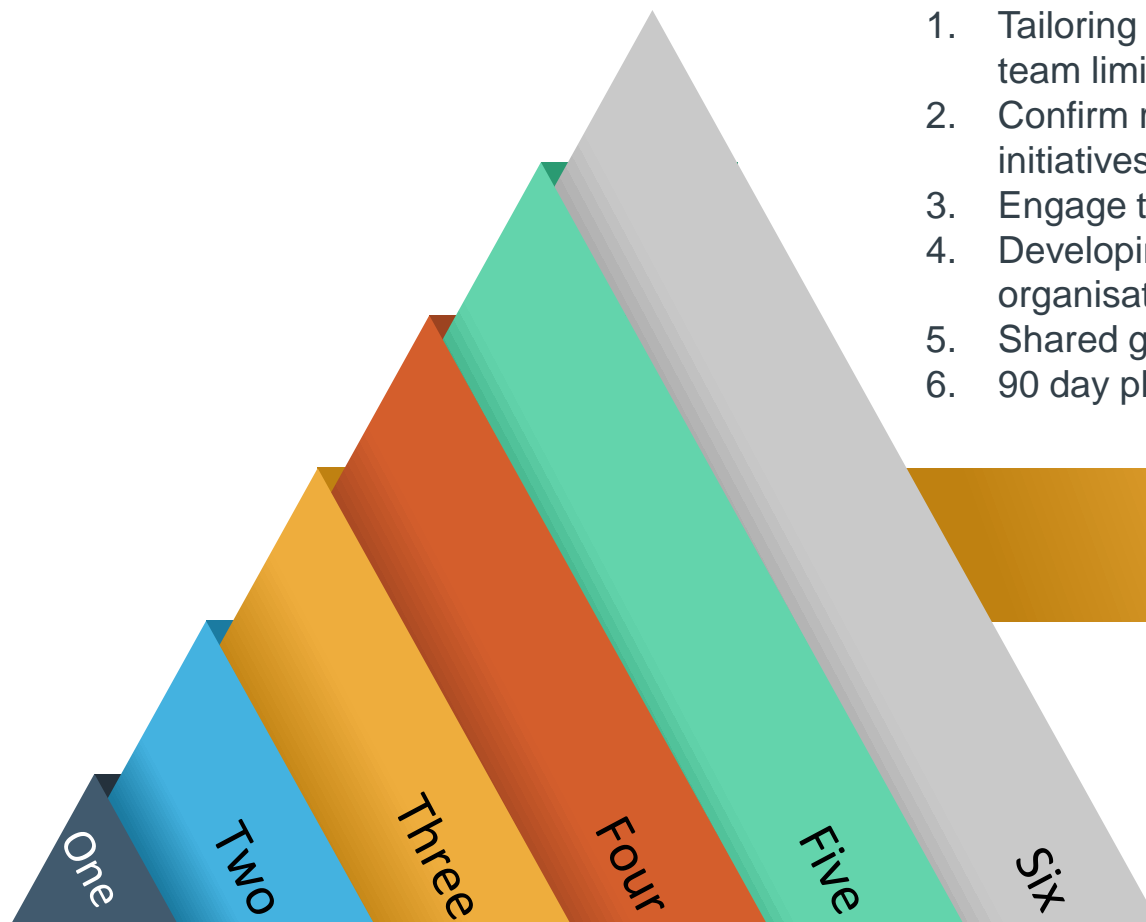


LEADERSHIP ALIGNMENT AND COLLABORATION

Activating Team Dynamics

We conducted a series of business planning sessions which focused the leadership team on developing the following elements:

1. Tailoring workloads around strength map findings and key team limitations
2. Confirm right people focused on right projects and Industry initiatives.
3. Engage team dynamics and team measurable goals
4. Developing mission, vision, values and beliefs for the organisation
5. Shared goals and ownership
6. 90 day plan including team and individual plans/outputs



APPLIED SOLUTION

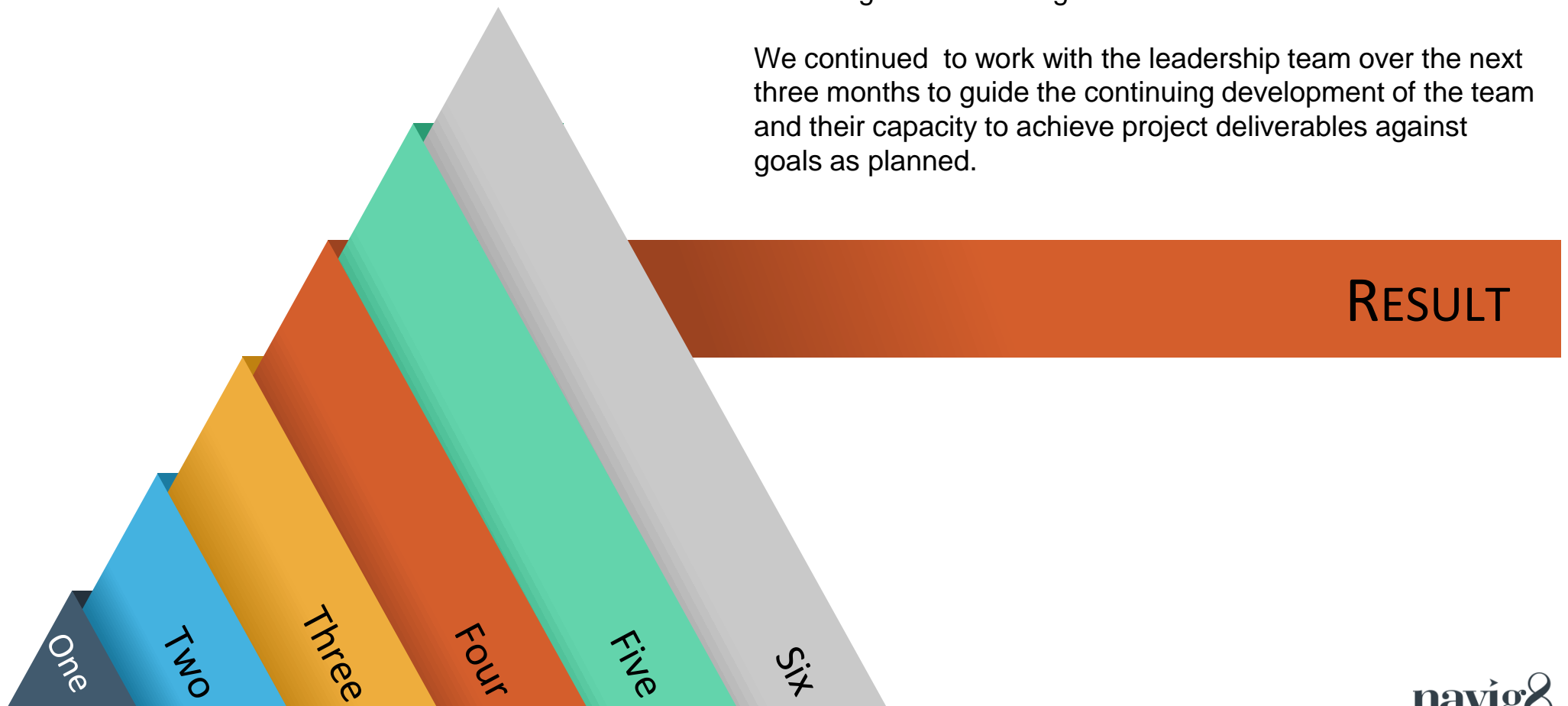


LEADERSHIP ALIGNMENT AND COLLABORATION

Clear Set of Directions

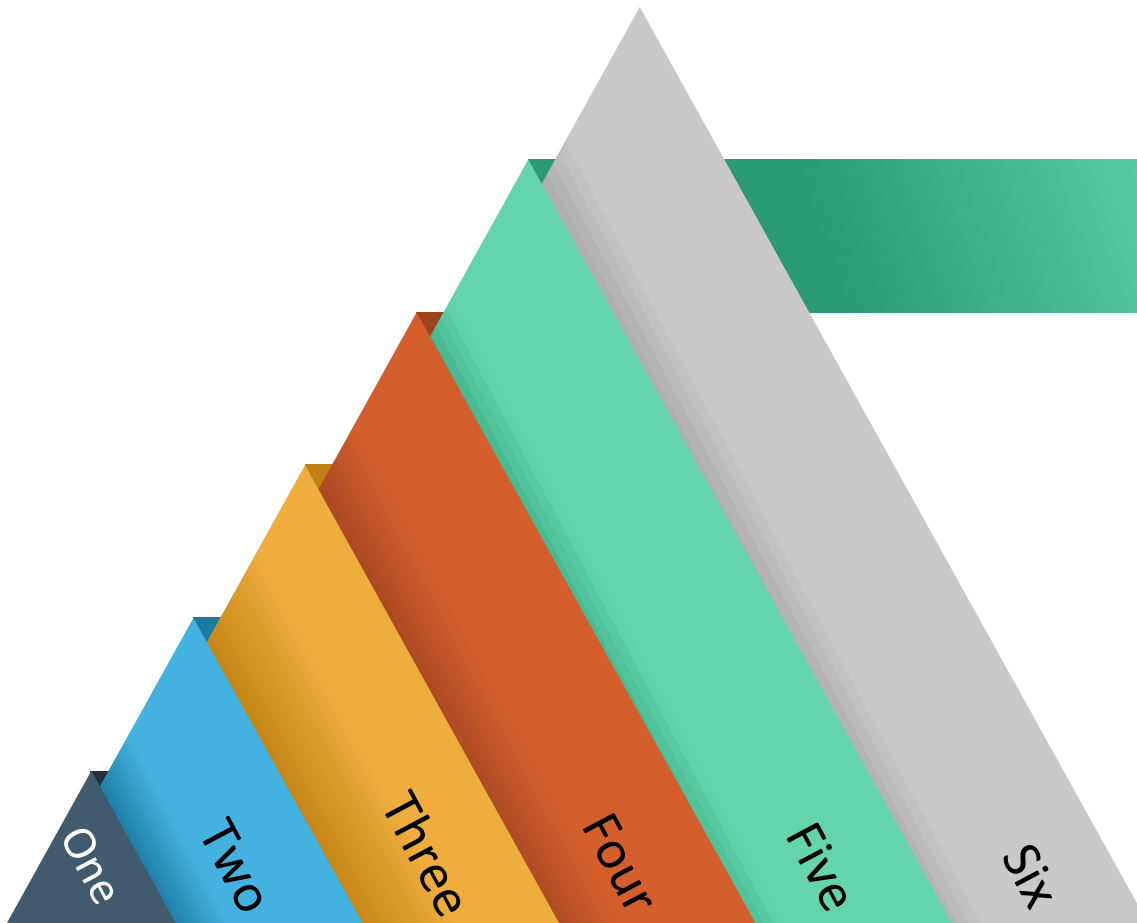
SSA developed a clearly defined direction for the leadership team, with a number of projects identified as critical for achieving our identified goals.

We continued to work with the leadership team over the next three months to guide the continuing development of the team and their capacity to achieve project deliverables against goals as planned.





LEADERSHIP ALIGNMENT AND COLLABORATION



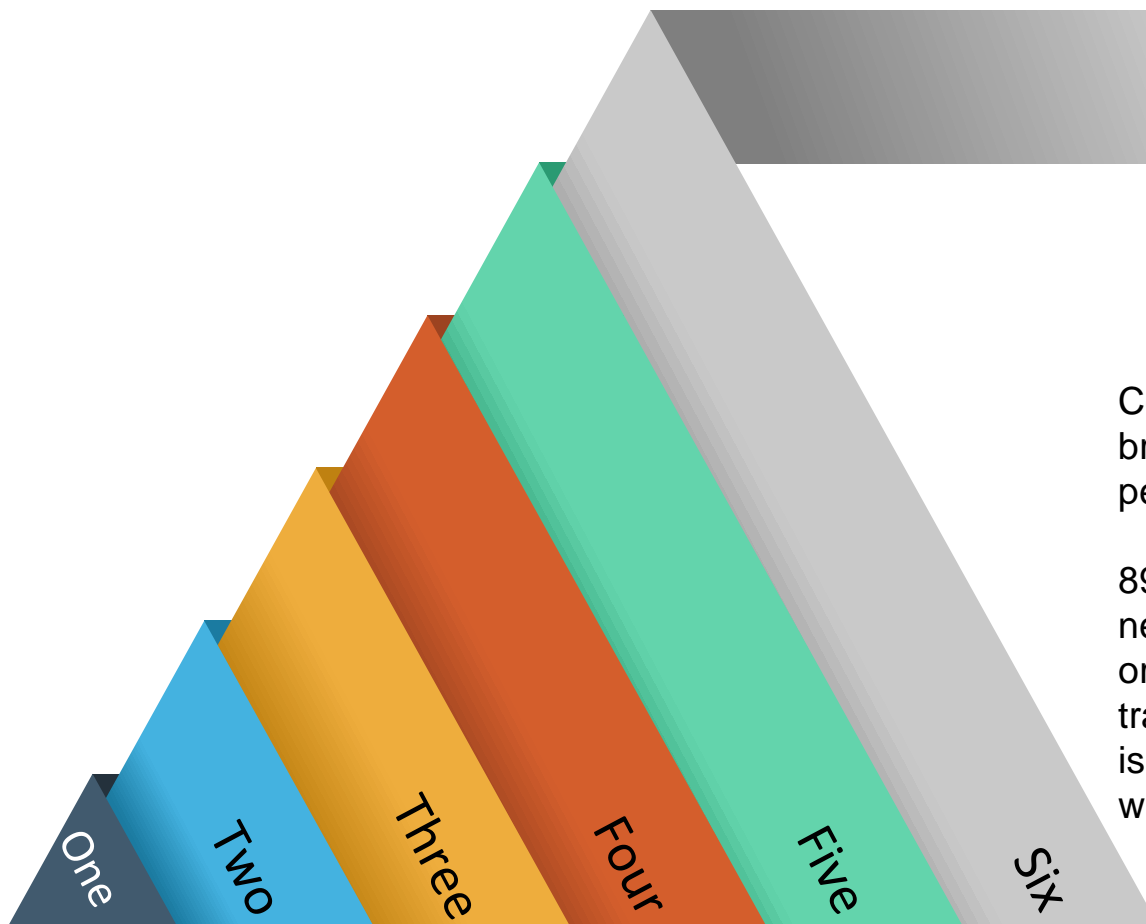
CLIENT TESTIMONIAL

Jeanette Allen, SSA

I would strongly recommend the Navig8 team they clearly met our business needs in delivering a state-change outcome that was necessary for our new leadership team, their expertise, communication style and experience allowed them to meet multiple unique business challenges.

Please feel free contact me for a verbal reference if necessary.

▶ LEADERSHIP ALIGNMENT AND COLLABORATION



FOOD FOR THOUGHT

Leadership Awakening

Context is a critical component of successful leadership. A brilliant leader in one situation does not necessarily perform well in another.

89% of executives recently surveyed by Deloitte rated the need to strengthen, reengineer, and improve organisational leadership as an important priority. The traditional pyramid shaped leadership development model is simply not producing leaders fast enough to keep up with the demands of business and the pace of change.

New organisational models is on the rise

1 **40%**
NEW LEADERS FAIL
WITHIN THE FIRST 18
MONTHS

2 **7%**
COMPANIES SUCCESSFULLY
DEVELOP GLOBAL LEADERS

3 **\$14bn**
IS SPENT GLOBALLY ON
LEADERSHIP DEVELOPMENT
ANNUALLY



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