



# Organisational Excellence in Practice

We measure the success of any organisation by the size of its surplus. A surplus is only produced when the members of the organisation collectively GIVE more than they TAKE. Organisations succeed, therefore, to the degree to which their people are committed unconditionally to the objectives of the organisation.

## CONSULTING ENGAGEMENTS AND WORKSHOPS

1

### Vision, Mission and Values

- Establishing a Vision, Mission, and Values
- Embedding Values and Critical Behaviours

2

### Enabling Structure and Systems

- Designing Enabling Structures
- Reinventing Performance Management
- Making the Shift from Incentives to Rewards

3

### Dealing with Exceptions

- Diagnosing Exceptions - Understanding the WHY behind the Result or Event
- Remediating Exceptions - Building Legitimacy by Acting Appropriately

4

### Cultivating Relationships

- Developing Constructive Union Relationships
- Managing Conflict
- The Role of the Board in Legitimate Leadership

Legitimate Leadership's purpose is to enable a fundamental shift in INTENT from TAKING to GIVING at work. All the work we do is focused on this goal.

Whilst many intent challenges can (and should) be addressed within the Leadership Excellence, Team Excellence, Employee Excellence, or Personal Excellence context in which they originate, there are some issues which span contexts, which include external parties, or which have potential to affect the organisation as a whole. These require specific attention.

In these cases, Legitimate Leadership offers consulting services and focused workshops, divided broadly into four areas:

- 1 Vision, Mission and Values
- 2 Enabling Structure and Systems
- 3 Dealing with Exceptions
- 4 Cultivating Relationships

Given the client-specific nature of challenges within each of these areas; Legitimate Leadership works closely with clients on a case-by-case basis to agree and deliver the best solution for each client's specific needs.

