

Employee Excellence in Practice

Any organisation succeeds to the degree to which its members are prepared to go above and beyond in pursuit of the organisation's objectives. A Legitimate Leadership intervention therefore, is only complete when both leader and employee excellence have been achieved.



Figure 1: A Typical Employee Excellence Intervention Approach

An Employee Excellence intervention is typically 8-12 months in duration. Legitimate Leadership works with dedicated groups of up to 20 employees per group to ensure that shifts in behaviour and practice are realised “on the ground”.

Step 1: Introductory Workshop

A one-day interactive workshop which engages employees in a debate regarding what accounts for individual, team and organisational excellence.

Step 2: Initial Employee Assessment

An initial employee assessment diagnoses the current state of employees against the criteria for employee excellence, thus holding up a mirror to employees, and acting as a catalyst for change.

Step 3: Application Workshops

Application workshops provide employees with a deeper understanding of giving, purpose and contribution at work. They provide simple but powerful tools for employees to translate the criteria for excellence into practice.

Step 4: Application Review

Between each application workshop employees are tasked with applying what they have learned in the workplace. The review sessions allow employees to learn from, support and challenge one another.

Step 5: Follow-Up Employee Assessment

At the end of the process a second assessment produces evidence of shifts in behaviour and practice and the impact of these on individual, team and organisational excellence.