

# **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.

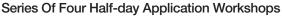
### **Establish The Criteria**



#### One-Day Grow To Care Workshop

- What is a employee excellence?
- Giving or taking at work is a choice.

# **Remediate Against The Criteria**





- Making The Shift From Taking To Giving At Work
- Finding My Purpose At Work
- Owning And Enabling My Contribution At Work
- Giving To My Powerful Team



#### **Application Review Sessions**

- Am I succeeding in changing my behavior and practice?
- What can I learn from my peers?

# **Diagnose Against The Criteria**



# Initial Employee Assessment

- How are we doing currently?
- What are the implications of our intent on ourselves and our colleagues.

#### Feedback From Participants



- What has changed?
- What are my commitments going forward?

Figure 1: A Typical Employee Excellence Intervention Approach

An Employee Excellence intervention is typically 12 weeks 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.

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#### **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: Feedback From Participants**

Feedback from the participants as to what has changed and their commitments going forward.

