## You Can't Improve Human Performance...

but you can help your people find the way

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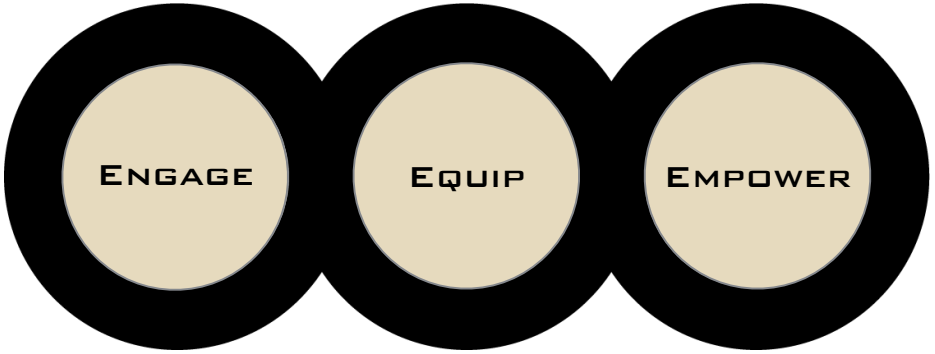
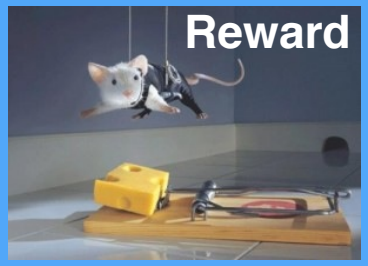
# The e3 Model




**for improving human performance**

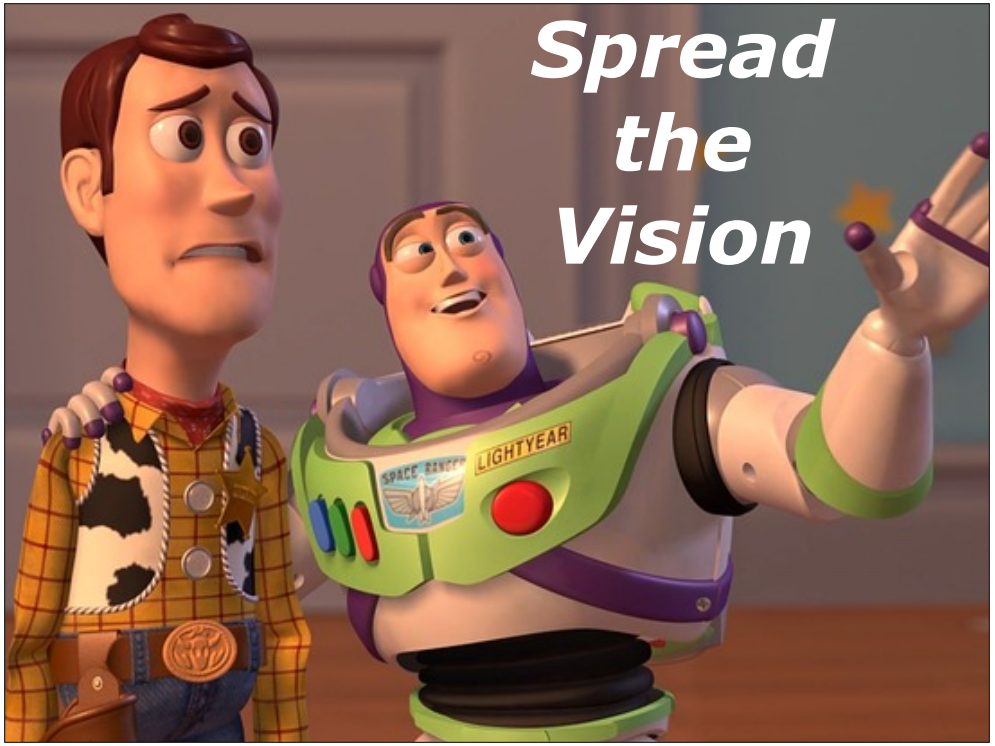
## Sources of Motivation



It is important that the individuals are "in" if you're going to focus on building a team or team atmosphere.

## How can you help other leaders better engage the team?

## Make sure THEY are fully engaged!




Talk about the WHY's…

**WHYSHOULDI**

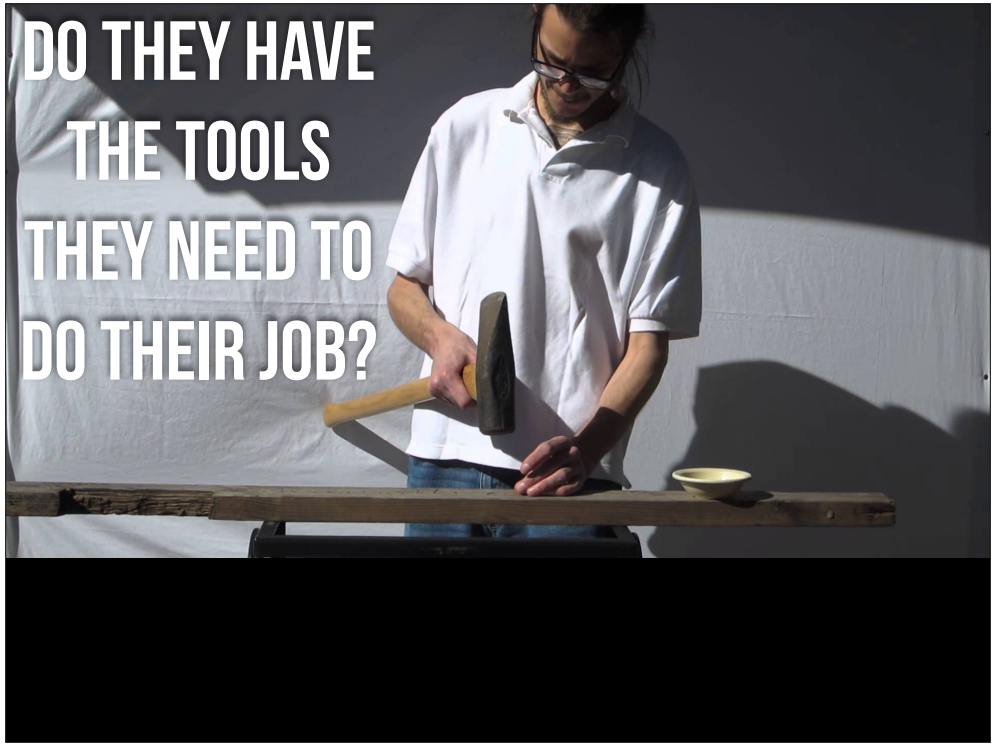
not just the WHAT's and HOW's.

Create a venue for ideas exchange

Provide Timely Feedback
V
B
N
M

Make your performance appraisals matter.
PERFORMANCE EVA
OUTSTANDING
COMMENDABLE
SATISFACTORY
NEEDS IMPROVEMENT
FACTORY

Once they're engaged, you have to EQUIP them!




## Shopping List…

iPads for Exec Team

Upgrade Software

New computers

Office Furniture

**What about the people?**

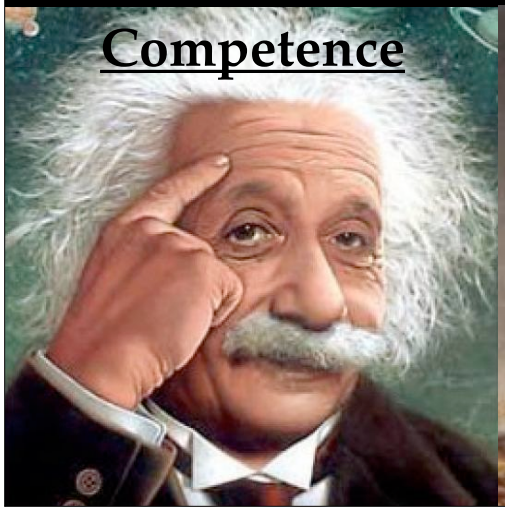
Are your managers/ supervisors accessible and approachable when needed?

**Sometimes, during the equipping process, you realize that the problem is an attitude/effort issue**

**rather than an aptitude/training issue.**

Situational Leadership

In any situation, you have to judge the person's



| Level of Competence/ Commitment | Correlating Leadership Response |
|---|---|
| Low Competence | High Directive |
| High Competence | Low Directive |
| Low Commitment | High Support |
| High Commitment | Low Support |

## Situational Leadership

| | |
|---|---|
| Low Support/ High Directive (Directing) | High Support/ High Directive (Coaching) |
| Low Support/ Low Directive (Delegating) | High Support/ Low Directive (Supportive) |

High Directive
Low Support
High Support
Low Directive

While situational leadership is a constant sequence of "events",

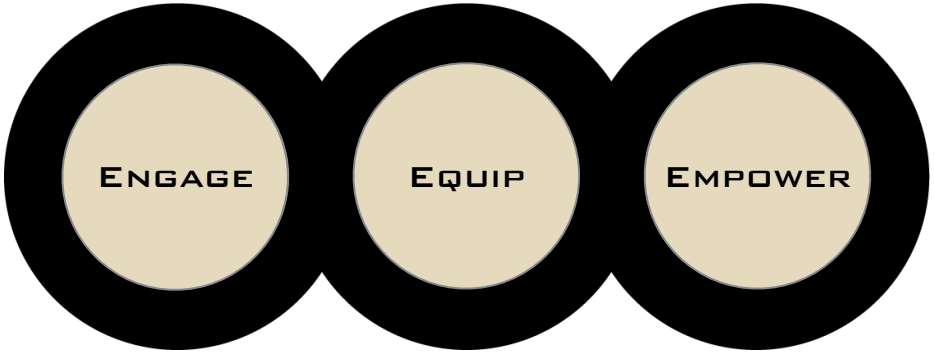
transformational leadership is a process that leaders and followers work through together.

Transformational Leadership is focused on improving the performance of the followers and developing them to their full potential.

What gets measured gets done.

# Measure What Matters!

# The e3 Model




## for improving human performance

Measuring **INPUTS & OUTPUTS** is efforts oriented.

Measuring **OUTCOMES** is results oriented.

**CUSTOMIZED TRAINING • KEYNOTES • PERSONAL COACHING**

designed to help you better **ENGAGE, EQUIP, AND EMPOWER** your team members

Randy Anderson works with individuals, teams, and entire organizations to help people increase their productivity, help the organizations they work for increase profitability, and to help them find greater fulfillment in their job and in their personal life.

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