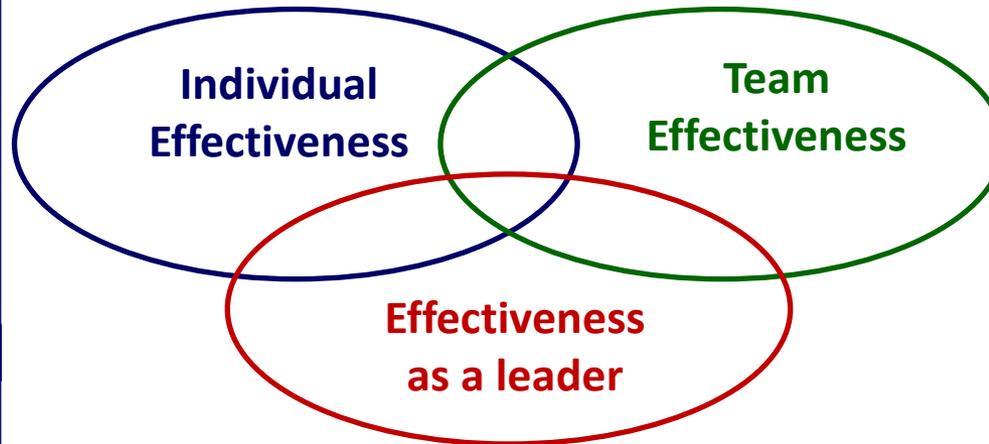


Extraordinary leadership teams need to maximise their effectiveness across three key dimensions:

- Alignment to strategy
- Engagement
- Personal Behaviours
- Delivery capability
- Personal communications
- Customer orientation

### Foundation:

- Clear accountabilities & expectations
- Clear objectives & remuneration



- Demonstrates Leadership Behaviours
- Sets clear vision
- Alignment & Engagement of their people
- Leads by example
- Effective delegation
- 1:1 communications
- Sets clear direction

### Foundation:

- Clarity of expected leadership behaviours
- Linked to objectives & remuneration
- The CEO sets the tone

- Team Alignment
- Team Engagement
- Team Behaviours/Dynamics
- Team Communications
- Interaction with rest of organisation

### Foundation:

- Mutual Trust & Respect
- Shared objectives
- Collective responsibility
- Clear team outcomes & expectations
- Clear decision-making processes

## A leadership team not just a team of leaders

Based upon a foundation of:

- Alignment around a clearly defined strategy
- Clear expectations
- Clear rules of engagement
- Mutual trust & respect
- Shared objectives
- Collective / cabinet responsibility
- Clear decision-making processes

## Successful Exco Behaviours

Collective ownership of issues  
Individual responsibility  
Cabinet responsibility  
Supportive of one another  
Open to constructive criticism  
Open to changing structures, reporting lines and responsibilities  
Bring solutions as well as problems  
Able to cope with ambiguity  
Able to cope with matrix management  
Focussed on delivering business outcomes ... together