



## Leadership Component 3: Execution

### A Systems Approach to Producing Results

#### Workshop Overview

In order for managers to increase their contribution to peak performance, it is important for them to understand the performance of an organization as a system. They need to understand how to manage the power of feedback loops and how to introduce change into the system. In *A Systems Approach to Producing Results* managers are introduced to how systems operate. We show managers how to apply this generic understanding to organizational performance. Managers learn how they can manage the system of organizational performance to achieve and sustain peak performance. They understand how to incorporate change as part of the system so the company continues to renew itself, remain competitive, and sustain peak performance under changing conditions.

#### Workshop Objectives

1. Managers understand the basic concepts of systems.
2. Managers view organizational performance as a system, and they understand how to manage the system for peak performance.
3. Managers understand how they can introduce change into their company as part of the performance system.
4. Managers are able to identify the specific characteristics of the performance system in their company. They understand how to identify opportunities for improvement within their performance system that will improve overall company performance.

#### Take-Home Value for Managers and their Company

1. Managers view performance as a companywide issue, and they see how the performance of the company is a result of the system of organizational performance.
2. Managers are able to introduce changes to the company's performance system that will improve overall company performance.
3. Managers operate more cohesively and knowledgeably as a team to improve overall company performance.
4. Isolated initiatives and their unintended consequences are eliminated.
5. The company achieves and sustains peak performance as a result of deliberate, well-planned, continuous, and coordinated actions on the part of the management team.

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### **Time Frame**

1 day

### **Post-Workshop Coaching**

Steve Dudley Associates is committed to the successful application of our workshop materials. We offer one-on-one coaching as a value-added option for each of our workshops. Please click on the “Coaching” tab to see a description of our workshop follow-up coaching program.

*Workshop: A Systems Approach to Producing Results*

Recommended coaching sessions: 2-4

Suggested areas of coaching support:

- Helping managers view performance of their areas as part of an overall performance system.
- Assisting managers in identifying opportunities for performance improvement that will make the greatest contribution to overall company performance.

### **Group Facilitation**

A systems approach to performance is most effective when undertaken by the management team together. We offer post-workshop facilitation of management team meetings to assist the team in addressing performance of their company in a coordinated way, helping the team to form the habit of viewing performance and any performance initiative from a systems perspective.

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