

Strong collaborative relationships based on genuine understanding



LEADERSHIP TEAM EFFECTIVENESS REVIEW

How can RSM help?

Is your leadership team performing at its best? Has your business experienced issues that have challenged the leadership group or highlighted a lack of real alignment? Do you know what helps or hinders team performance? Does your organisation have clearly documented leadership competencies and KPIs to drive the right leadership behaviours and identify future leadership talent? Have you lost quality senior talent who have taken up promotional opportunities elsewhere? Do you have a coherent plan on how to improve the effectiveness of your leadership team?

Resolving issues and getting back on track can be complex and sometimes involves systemic issues that require input and decisions by leadership. Having an external and objective perspective, with no legacy, political or emotional bias provides genuine clarity on the real opportunities for improvement.

When is it valuable?

During periods of change in particular, leadership teams are often busy with business as usual and become misaligned. This can affect productivity, morale and send mixed messages to the organisation.

To improve leadership team effectiveness, RSM employs both qualitative and quantitative information gathering across an established range of factors utilised in our proven framework.

This presents senior leadership with a view of strengths and limitations in team functioning which will directly impact performance.



Our Methodology

RSM utilises its proprietary 10C team effectiveness framework for leading change.

The methodology provides a comprehensive and holistic view of how the team is functioning, strengths, limitations and areas for improvement.

Using the framework simplifies what is often complex and overwhelming for senior leaders. It helps teams prioritise areas for improvement, in a language that everyone understands and can confidently communicate to other parts of the organisation.

RSM expert consultants use the framework to quickly understand your leadership team functioning, so that you can act fast during periods of rapid change.





What is the process?

Information gathering:

A. Qualitative

- 1:1 meeting with each member of the leadership team
- 1:1 meeting with a cross section of middle managers and stakeholders identified including, board members and other employees

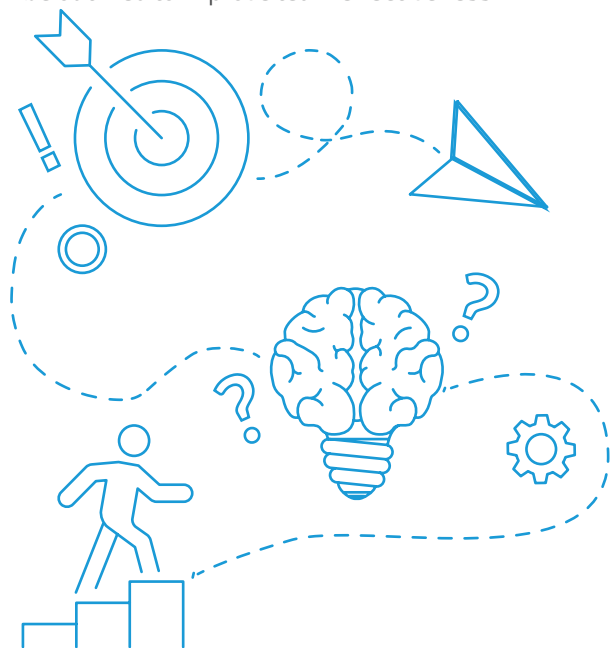
B. Quantitative

- RSM can perform an optional Leadership 360-degree feedback process, that can be tailored to your organisation

Playback

RSM will present findings against each of the 10C framework factors with examples where necessary, ensuring confidentiality is not breached. This will take the form of a presentation to the leadership team by the RSM lead consultant.

Where relevant, a possible future state and recommendations will be outlined to improve team effectiveness.



What are the deliverables?

- Current state analysis against RSM leadership framework
- Presentation workshop to leadership team
- Areas for improvement recommended

What are options for next steps?

- Team development initiatives
- Individual Coaching
- Strategy Development

What are the risks of inaction?

- Talented senior staff looking for opportunities elsewhere
- Lack of structured succession planning to ensure you have the necessary leadership talent in the future
- Lower than expected performance
- Poor execution on change initiatives
- Inability to keep up with or ahead of the competition
- Ineffective team functioning
- Low staff engagement and poor staff retention

RSM Management Consulting team have a full range of practical services designed to accelerate team development.

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