

## Effective Leadership

Step one is getting the right person in the right job via profile and interview. Once this is accomplished, step two is to maximize performance via leadership.

systemics ● **lean™ Leadership** builds upon and utilizes the data from systemics ● **lean™ Profile** and **-lean™ Interview**, and therefore has a sound foundation based upon the competencies required to perform well in the position. This data is used to guide the employee toward independently executing routine tasks at an anticipated level of expertise.

Detailed descriptions of the position's core competencies help all parties better understand exactly what is expected in order to excel in the position. Every 4 to 12 weeks for 15 to 20 minutes the employee and supervisor review recent work behaviors against the competency model and discuss implications for professional development.

systemics ● **lean™ Leadership** is flexible and individualizes the core competencies necessary for the job. It is best introduced and trained in conjunction with systemics ● **lean™ Profile** and **-lean™ Interview**, but can be adapted to other formats.

systemics ● **lean™ Leadership**: transparency leads to trust and active collaboration.

efficient and effective