

5D TEAM Directions, Doers, Drive, Delegation, Develop

EVERYDAY

LEADER

Prepared for adventure

Leader of a High Performing Team

Direction

- Purpose - WHY
- Resonates with leader & team
- Know what success looks like

Doers

- Right People
- Right Roles

Drive

- Impassion
- Endorse high performance
- Share expectations & data
- Celebrate

Delegation

- Simple goal
- Clear process
- Clear roles
- Alignment
- Understand fit

Development

- Listen
- Support & develop
- Review (Black Box)
- Reset (Marginal Gains)



5D Leadership RAG

Element	Key Question	R	A	G	Review
Direction	Do you have a clear and resonating WHY?				
	Are you clear on what success looks like?				
Doers	Have you got the right people?				
	Are the right people in the right jobs?				
Delegation	Are there clear roles for everyone?				
	Do people know how the goal and roles align?				
Drive	Do you endorse high performance?				
	Do you celebrate team & individual success?				
Development	Do you plan support & development of staff?				
	Is there openness to review and improve?				

'Do one thing' response

	Direction	Doers	Delegation	Drive	Development
One Thing	<i>What is your why? Ask yourself 'why' five times to get to the core of why you are doing this.</i>	<i>Ask your team which is their weaker one? Humble Hungry Smart</i>	<i>Ask your team to put their job in one sentence and compare each other's.</i>	<i>Once a week impassion a team. Once a day celebrate an individual doing the job well.</i>	<i>In a review meeting, ask a) what is working well and b) what one change would have the greatest positive impact?</i>
Deeper	<i>Talk to the team about the purpose and the direction of the organisation. Ask them what drives them? Ask them how they contribute towards the vision of the organisation?</i>	<i>Ask the team what they love doing in their role and would love to do more of. Consider how you can swap what employees do to help them work more in their groove.</i>	<i>Ask them how they make a difference to the other jobs around them?</i>	<i>Sit down with your team and clarify what you are aiming for and what good performance looks like towards this. Then regularly meet with the team and ask how we are doing towards this?</i>	<i>Meet with each team member and ask a) what do they want to do better and b) how you can support them in that</i>