Guide No 5: How To Align Your Current Team To New Performance Objectives

Your team is made up of differing skills, knowledge and experiences so what leadership style will get you the best results?

"Leadership is not about being in charge. Leadership is about taking care of those in your charge."

Simon Sinek
People In My Care = 4+3

4 Key Questions + 3 Key Actions

1. Know what the business plan is?
2. Know what objectives I have been asked to deliver?
3. Know what is expected of me by my manager?
4. Know collectively the outcomes the whole team/department/function is driving?

And before my team members set their objectives I have:

- Communicated the business/teams objectives this year
- Engaged with each team member when it comes to setting their individual objectives
- Ensured each team member knows 100% what is expected of them

Your time to shine as a leader is being clear on the road ahead. You don’t need to know all the answers but you need to have a narrative that is compelling and engaging so that the team create a set of objectives that enable you, your team and Tate & Lyle to win.
WHY GOOD PERFORMANCE PLANNING CONVERSATIONS MATTER:

- 50% of the world’s employees go to work not clear about what is expected of them.

- Only 13% of employees strongly agree that their manager helps them set work priorities and performance goals.

- Only 22% of employees strongly agree that their performance is managed in a way that motivates them to do outstanding work.

- 30% of employees strongly agree their manager involves them in goal setting. Yet these same employees are 4 x as likely to be engaged as other employees.

- Only 19% strongly agree they have recently talked with their manager about steps to reach their goals.

As per Gallup survey 2015, employees at Tate & Lyle experience a more engaging workplace than the average working population with the opportunity to get close to the best practice companies.
Ways To Align Personal ‘Fit’ & Performance Expectations

- As a leader/manager how do you best engage with the team when it comes to setting objectives?
- Tell them or consult with them or simply delegate the task to them?
- The model below gives you 9 different styles or options as a leader.
- Yet just 5 will give you the best return, which style do you need to adopt for your team members?
- Do you need to flex your style or is one style best?

![Leadership Styles Diagram](image-url)
The 5 Best Styles To Align Performance Expectations

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<td>To offer clear direction and outcomes</td>
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