Wi-Fi Work

Exploring the Possibilities of the Digital Age

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Capability Development: Preparing our Leaders and Teams for the WiFi Environment

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Organisational Psychologist

Total Leadership and Coaching

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Capability Development

Preparing our Leaders and Teams for the WiFi Environment

Presented
By
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Leadership Capability Consultant
Total Leader and Coach Solutions

Total Leader and Coach Solutions

Physical Shift

From this……



- Functional role similarity
- Proximally located
- Physically available
- Readily visible

"Work is becoming a process, not a place."

Philip Ross: The Cordless Group

To this……



- Activity driven functionality
- Out of sight
- Highly mobile and flexible
- Technologically enabled

The Mental Shift

Leader

- Symbols of status
- Methods of supervision
- Physical availability
- Team commitment
- Technology

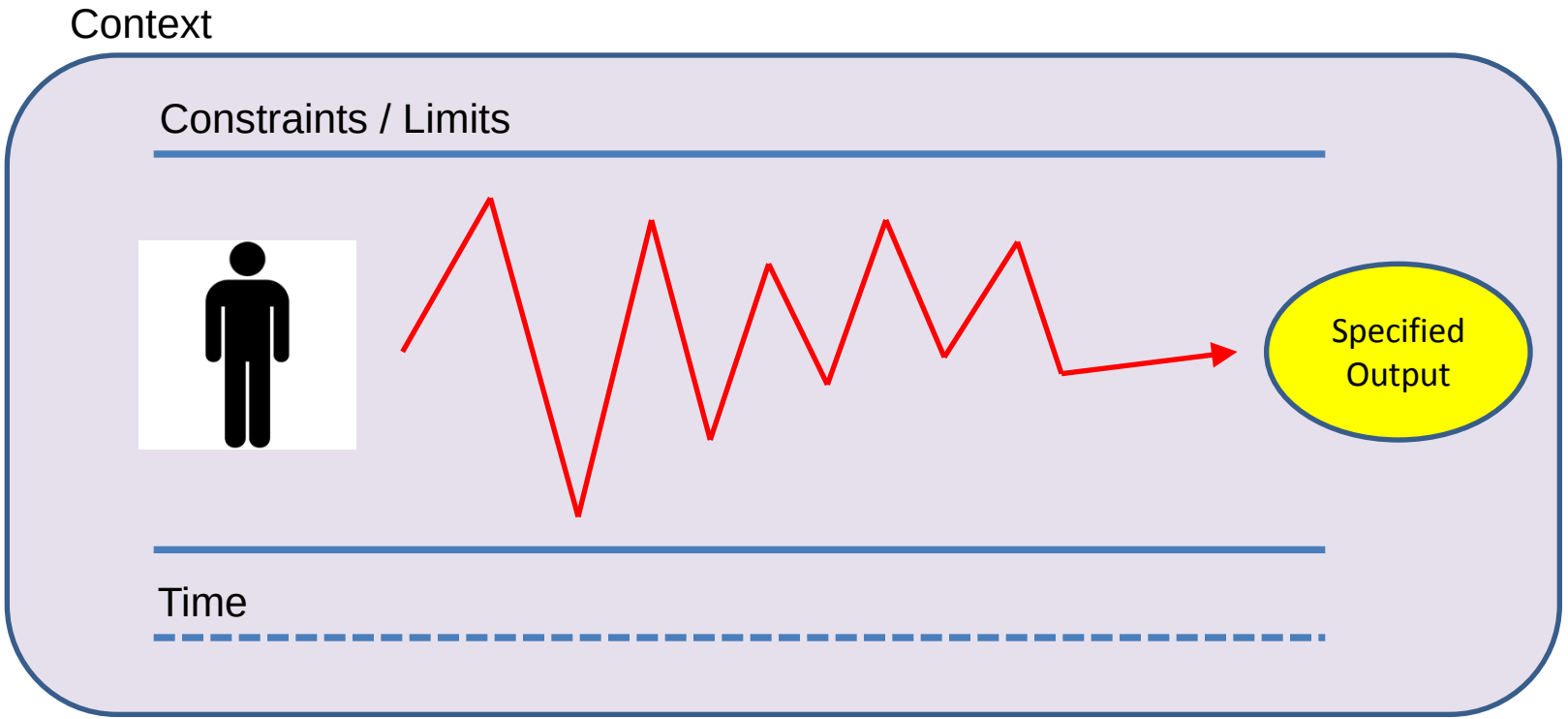


Team Member

- Workspace ownership
- Process freedom
- Communication (colleagues & leaders)
- Activity / Space relationship
- Level of interpersonal connection
- Technology

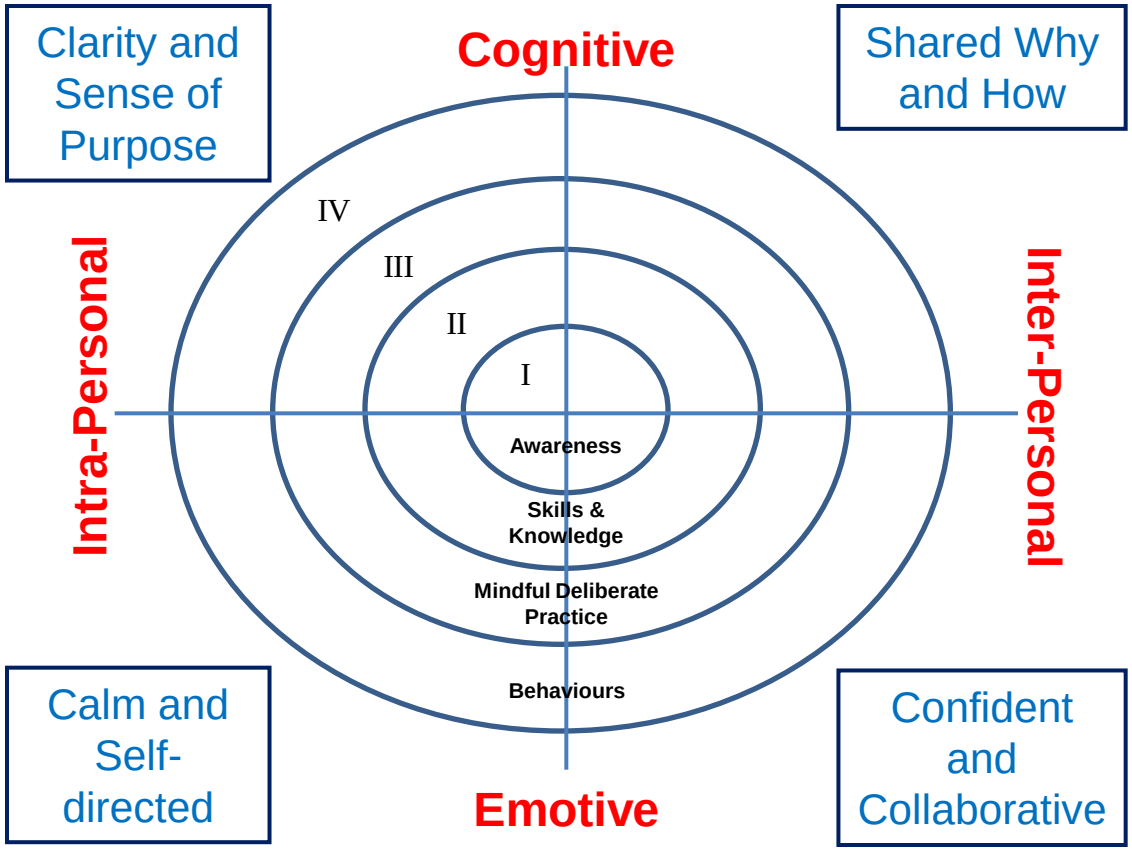


The Nature of Work



Adapted from E. Jaques

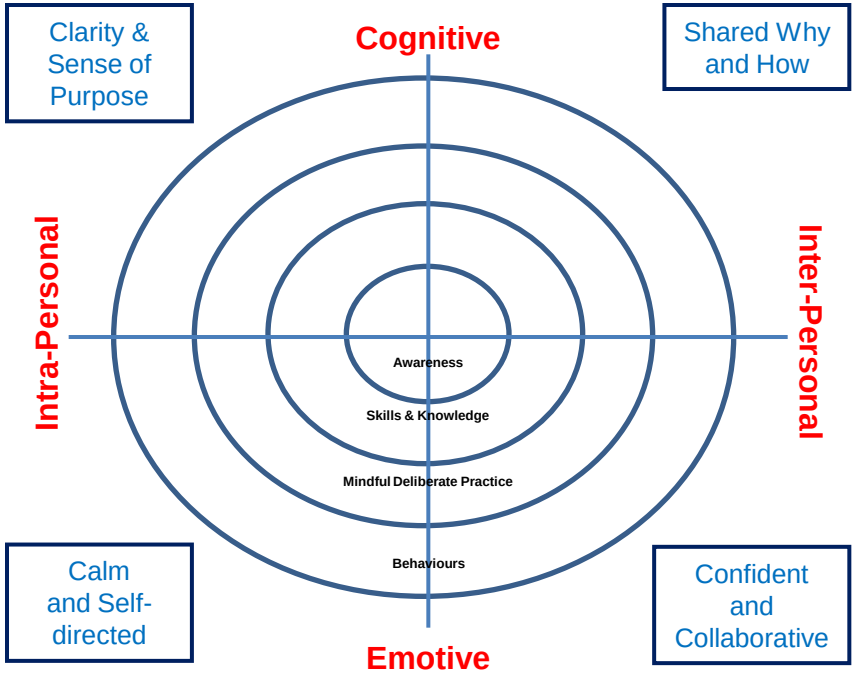
TLC Solutions: High Performance Team Model



Four levels of High Team performance Interventions

Total Leader and Coach Solutions

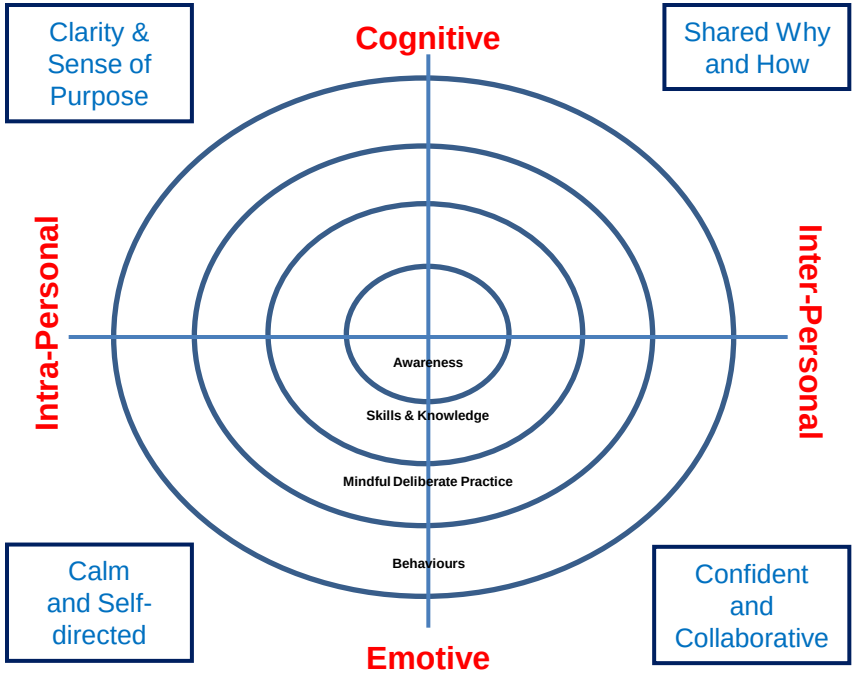
Leadership Capabilities



Leaders:

- Visionary and Coaching Leadership Styles
- Communicating Role Clarity
- Comprehensive Task Assignment
- Contracting for Accountability
- Outcomes Based Management
- Self-Awareness / Emotion Management
- Technological Literacy

Team Member Capabilities



Team Members:

- Shared WHY and HOW
- Assertive Communication
- Role Clarity and Clear Priorities
- Process Clarity
- Self Discipline
- Time Management
- Technological Literacy

Thank You

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Maximising People Potential