

L.I.O.N Framework

(How to have more purposeful and effective team meetings)

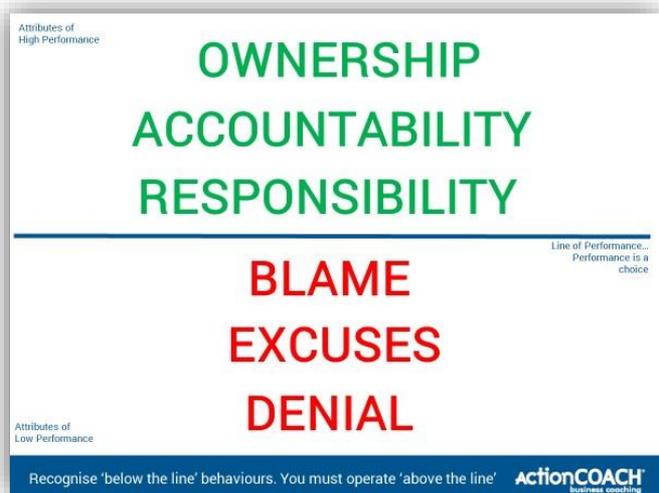
If you need help implementing this or with any other aspect of managing your team please get in touch:

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Some Context for L.I.O.N

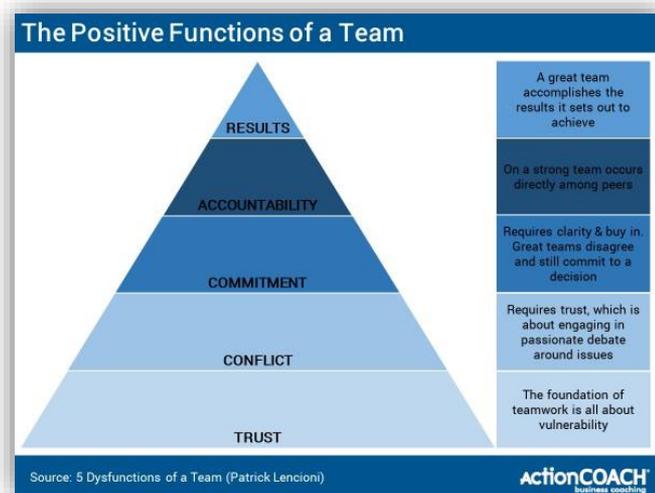
At ActionCOACH, we've identified the 3 critical attributes of both High Performance and Low Performance. We call this concept – Above and Below the Line. The line represents the the notion that performance is simply a choice. You can CHOOSE to play above the line – High Performance or you can CHOOSE to play below the line – Low Performance.

Which attributes are you seeing most frequently in your team members?



In his spectacular book, The 5 Dysfunctions of a Team, Patrick Lencioni identified the 5 key reasons why teams don't work. He lays out the sequential functions that need to be implemented with all team members in order for the team to operate to a high level.

How well are you doing in creating the 5 conditions necessary for your team to thrive?



Business growth doesn't happen miraculously. Without fail, every study ever carried out in the area of 'success' states that consistency is the foundation of success. **Consistency is key.**

The book, The Compound Effect by Darren Hardy, is an excellent read and the simple idea behind it is that **small changes made consistently each day, accumulate significant results over time.** Of course, we know this...but do how well do we apply this knowledge to our day-to-day personal lives and business lives?

When Peter Drucker introduced to the business world the practice of "management by objectives" he knew the simple truth that **"what gets measured gets managed"** and that **"where focus goes, energy flows"**

The L.I.O.N Framework for team meetings and /or 121s is a superb tool to focus your team and drive the right behaviours for top performance.

LAST WEEK

ISSUES

OPPORTUNITIES

NEXT WEEK

LAST WEEK – what did you achieve last week?

ISSUES – what issues did you face & how did you solve them?

OPPORTUNITIES – what opportunities have you spotted this week?

NEXT WEEK – what do you commit to achieve by next week?