


The 10-8-10 Management Philosophy:
Maximizing Leadership Impact

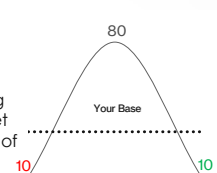

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What is 10-80-10?

- 10% of employees are not going to be able to meet expectations of their role
- 10% of employees are going to be self-motivated to meet & exceed the expectations of their role
- 80% will meet expectations but not go beyond that in their role

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Leadership Capital

- What do I have to give?
- How do I extend my capital
- How do I replenish my capital?




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10-8-10 Pradox

- Where do I spend my time?
- Who am I rewarding with my time?

80
Your Base
10 10

4

Presenter Content

- Your people are watching
- Good to Great
- Freeing up our Capital

80
Your Base
10 10

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Establishing Expectations

- Lists, lists, and more lists
- Policies & Procedures & Handbooks
- Gathering dust...

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Establishing Expectations

- Tips/ideas
- After completion of employee orientation/training, review and clarify
- Make the expectations a regular part of meeting
- Employees tell you/write, in their own words, what those expectations mean
- Review expectations, at minimum, 2X/year

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Leader as a Skill Builder

Toolbox

- Documentation resources
- Standing meetings
- Mentoring programs
- Investing in the employee





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Lead by Example





- How we get there may be different but, the expectation remains the same.
- People are watching
- Self-awareness
- Who do you want to be as a leader?



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Follow Through & Consistency

- Consistent Messaging
- Consistent Action(s)
- Say it...DO IT!
- Who are you validating?
- Be...

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Summary



- Evaluate your Capital
- Establish Expectations
- As a Leader, you are a Skill Builder
- Lead by Example
- Follow Through & Consistency



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Thank you!

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