

Create a culture where everyone knows & does what it takes to win as a team.

### 1 Build Your Dream Team

Attracting, developing, and keeping the right talent is the foundation for a winning team.

#### KEY TO THE GAME

- Reduce unwanted turnover
- Benchmark roles to effectively match the best people to them
- Hire ensure culture and job fit
- Take decisive action when there are unclosable performance gaps

### 2 Design a Clear Playbook

A high-functioning leadership team that is cohesive and in agreement on their "North Star" will be able to effectively plan and consistently hit goals.

#### KEY TO THE GAME

- Trust your team members
- Hold each other accountable
- Over-communicate to ensure clarity
- Engage in healthy conflict
- Value team wins over individual success

### 3 Execute to Win

A great playbook is only as good as your implementation. Being clear, tracking progress against goals, and focusing on the human component, will help you confidently execute your strategies.

#### KEY TO THE GAME

- Identify your top most important goals
- Stay focused on those goals, and not impulsively adding others to the mix.
- Articulate clear expectations, outcomes, and timelines for goals
- Know that your team could tell you whether you are winning or losing at those goals

### 4 Implement a Succession Strategy

Strengthening your organization in the present, safeguards the future and provides a competitive advantage to maneuver through planned or unplanned changes.

#### KEY TO THE GAME

- Ensure there are people ready to take over key roles
- When vacated create a system for continual leader development
- Increase capacity of individuals in their current roles while preparing them for expanded responsibilities in the future

### 5 Invest in Great Coaches

Investing in the leadership and coaching capabilities of your team will engage, motivate, and secure the wellbeing of your organization and its people.

#### KEY TO THE GAME

- Select managers who can bring out the best in their teams
- Provide regular coaching for managers and equip them to provide regular coaching to their people
- Make sure that your workforce is engaged and fulfilled

### 6 Create a Winning Culture

Having talented employees isn't enough to win consistently. Everyone must know what it means, and have what it takes to win, and then LIVE it out every day.

#### KEY TO THE GAME

- Provide crystal clear expectations
- Keep score
- Find opportunities to remind all employees how they personally impact your company's success
- Trust and vulnerable with each other; asking for help, admitting mistakes, and challenging each other

Is your organization consistently achieving its most important goals? We understand the frustration of knowing where you want to be, but feeling like there has got to be a better way to get there. Sagency has guided hundreds of leaders through proven frameworks to help uncover, develop, and strengthen capabilities to maximize performance and impact...and achieve BIG goals.