

8 ESSENTIALS TO ACHIEVE OPERATIONAL DISCIPLINE

1 | **ALIGN LEADERSHIP ON WHAT OPERATIONAL DISCIPLINE ACTUALLY**

Leadership is essential to establishing the appropriate organisational structure and focused processes that will improve operational excellence.

2 | **CREATE THE CASE FOR CHANGE**

Leaders must customise the change message for various internal audiences, describing the pending change in terms that matter to the individuals.

3 | **ESTABLISH THE NECESSARY CHANGES IN BEHAVIOURS**

When employees understand they have a responsibility to others, they are mindful of the task at hand and don't distract themselves with mobile phones and side conversations when their attention is required.

4 | **FOSTERING THE RIGHT CULTURE**

Rather than acting as an enforcement arm, leadership teams, management and HR should instead work together with teams to support their growth.

5 | **EMBEDDING THE ORGANISATION'S MANAGEMENT SYSTEM PROCESSES**

Systems, applications and technologies should make it easier for teams and departments to collaborate and achieve business objectives, but if they are not understood or fully adopted by staff it leads to greater frustrations, as well as lack of productivity.

6 | **CREATE PROFESSIONAL DEVELOPMENT PLANS FOR EACH EMPLOYEE, INCLUDING REASONABLE GOALS**

Employee development plans help address future business needs and succession planning.

7 | **INVOLVE EMPLOYEES IN CREATING PROCESS BEST PRACTICES AND STANDARDS OF WORK FOR THE TASKS THAT THEY PERFORM**

Including your employees in creating performance practices and standards will boost trust between you and them.

8 | **HAVE AN EMBEDDED COACHING APPROACH TO PROBLEMS**

Having an organisational coaching culture aims at fostering positive, systemic transformation within organisations. It is frequently used to help organisations achieve strategic objectives, enhance leadership capability, and create culture change.