

Leading People and Building Capability

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ICE BRIDGE
Discover the way forward for your business



- Avoid bureaucracy and hierarchy.
- Create a “culture or character of discipline”.
- When in doubt, don’t hire – keep looking.
- Know whether the issue is one of *can’t* or *won’t*.
- When you know you need to make a people change, act.
- Put your best people on your biggest opportunities, not your biggest problems.

Motivation

- You cannot instill motivation in your people.
- You can provide a empowering motivational climate/environment – Key is not to *de*-motivate them
- Growth and initiative is rewarded, recognition of achievement is given and taking personal responsibility is encouraged.