

Key Organisational Development and Leadership Models

TL George and DGE David



Good to Great

Level 5 / Servant Leadership



- **Serve first**
- **Build trust**
- **Live your values**
- **Listen to understand**
- **Think about your thinking**
- **Add value to others**
- **Demonstrate courage**



First who, then what

- Get the right people
- Get the wrong people
- Make sure the right people have the right role





Confront the Brutal Facts

(without losing faith)

Truthfulness

No blame

Question and listen

Expect motivation



EVERYTHING
LOOKS GOOD
FROM HERE



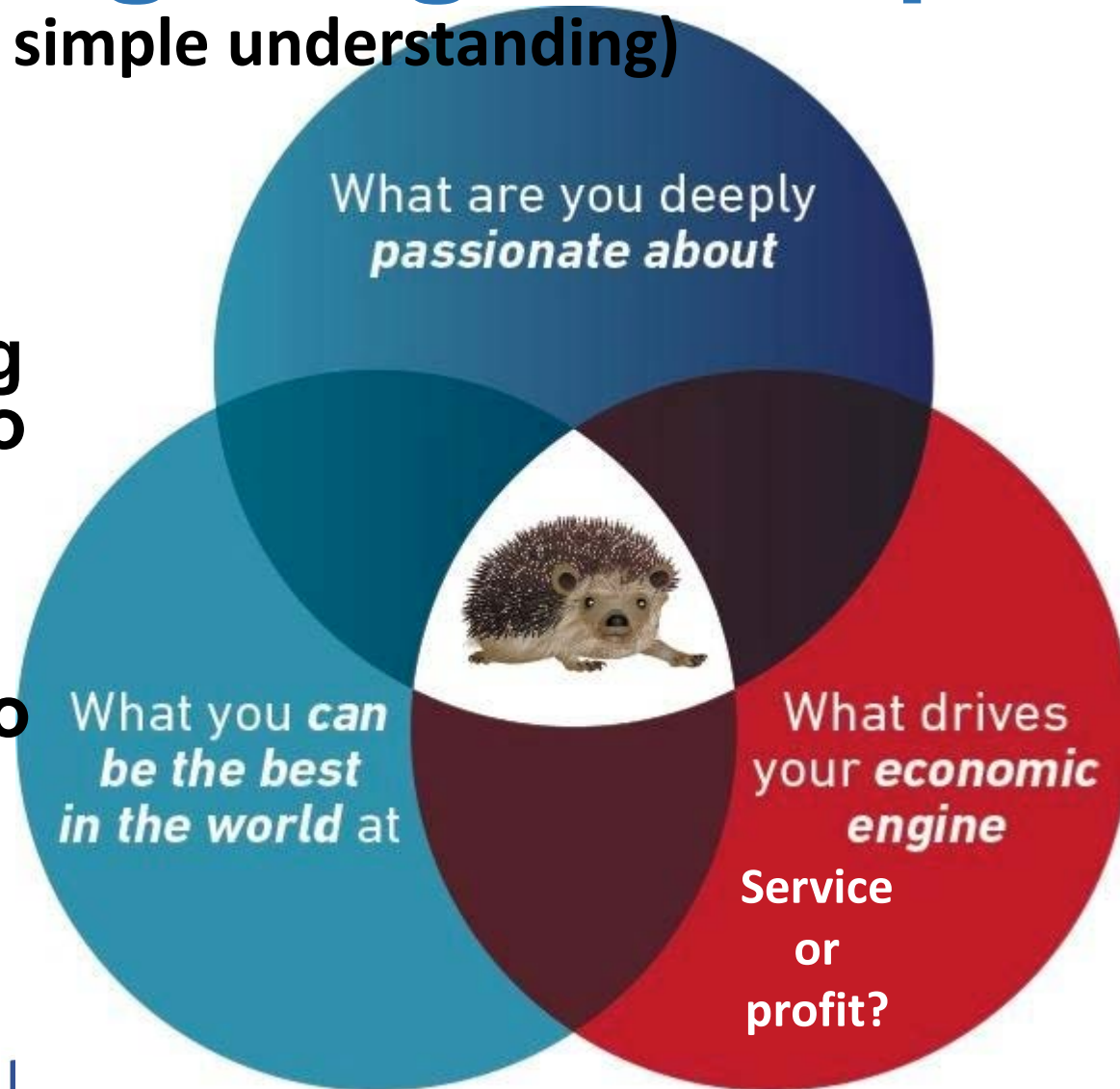


The Hedgehog Concept

(a simple understanding)

Set goals and strategies based on understanding the answers to the hedgehog questions

Be prepared to say “no” to offerings that do not fit the organisation





Culture of Discipline

Disciplined people engaging in disciplined thought and taking disciplined action

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- Focus on the hedgehog answers
 - “Stop doing” lists are as important as “to do” lists
 - People have responsibilities, not jobs



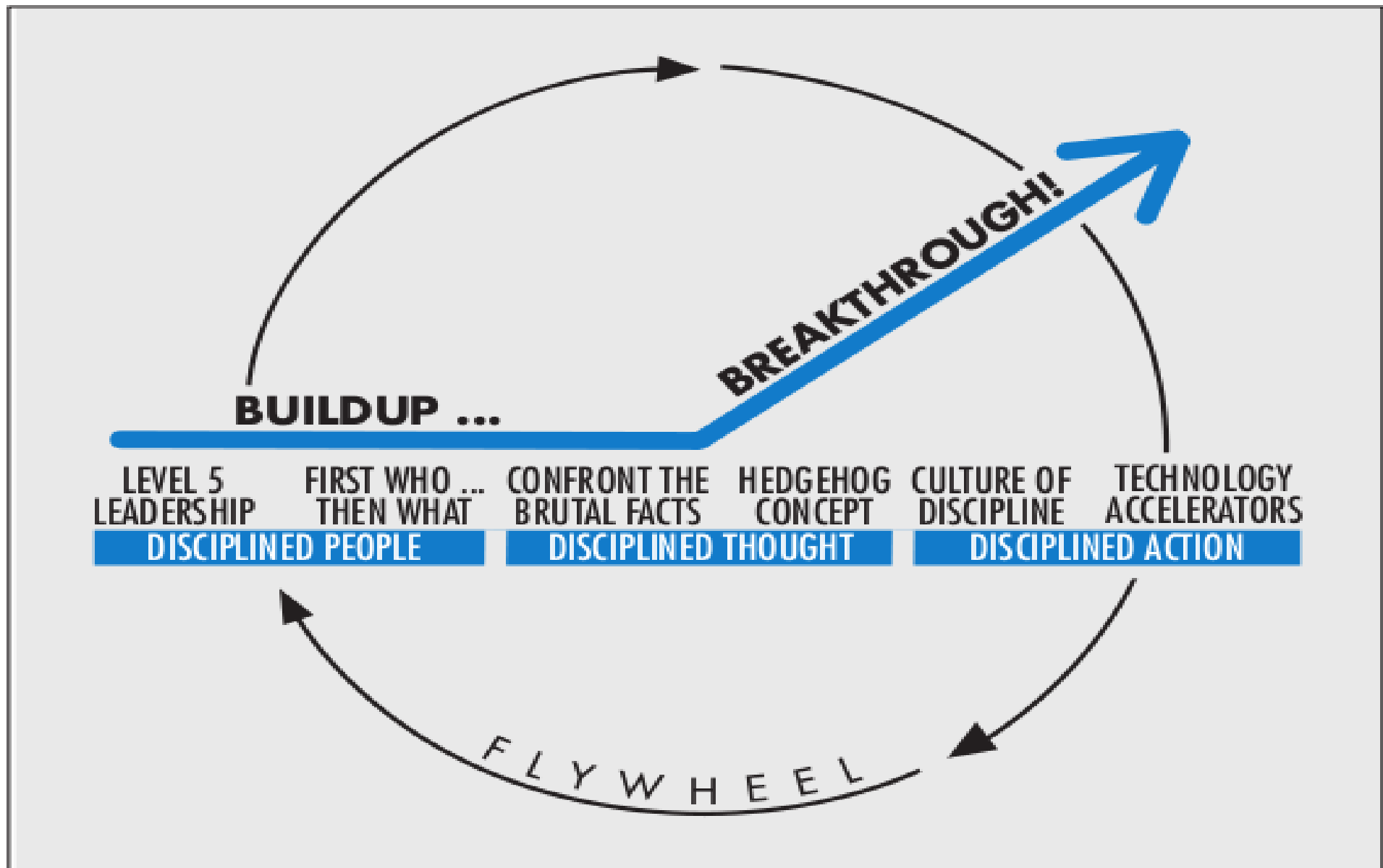
Technology Accelerators

- **Avoid Fads**
- **Use to accelerate momentum, not create it**
- **Pioneer only when it fits the Hedgehog Answers**
- **Otherwise, settle for parity**

The Flywheel

- Single direction
- Robust starting effort
- Cumulative drive
- Break – through
- Maintain momentum with less effort

Elements of 'Good to Great'



Video Servant Leadership 1

Video Servant Leadership 2

How can we use these models to assist Clubs achieve more?

Open discussion