



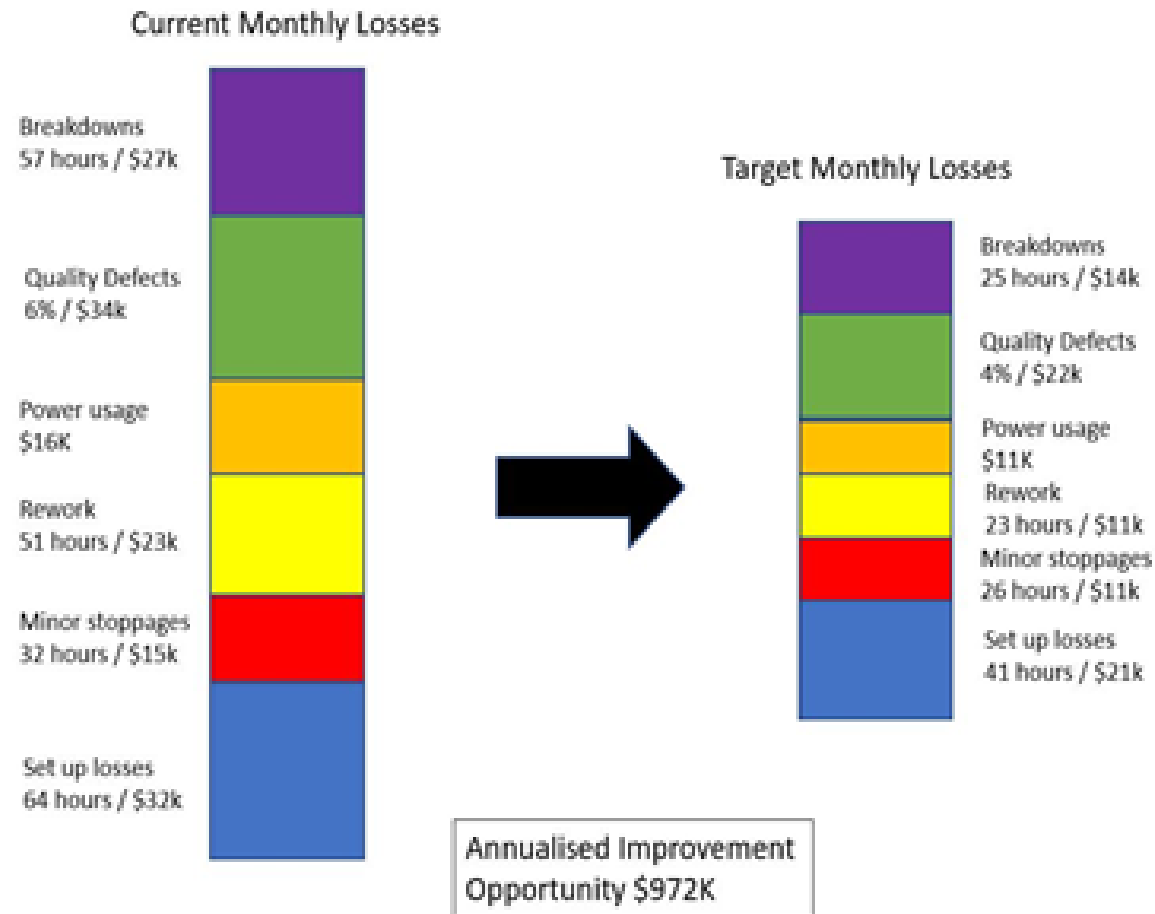
**Productivity**  
People

## RETHINKing New Zealand's Productivity Challenge

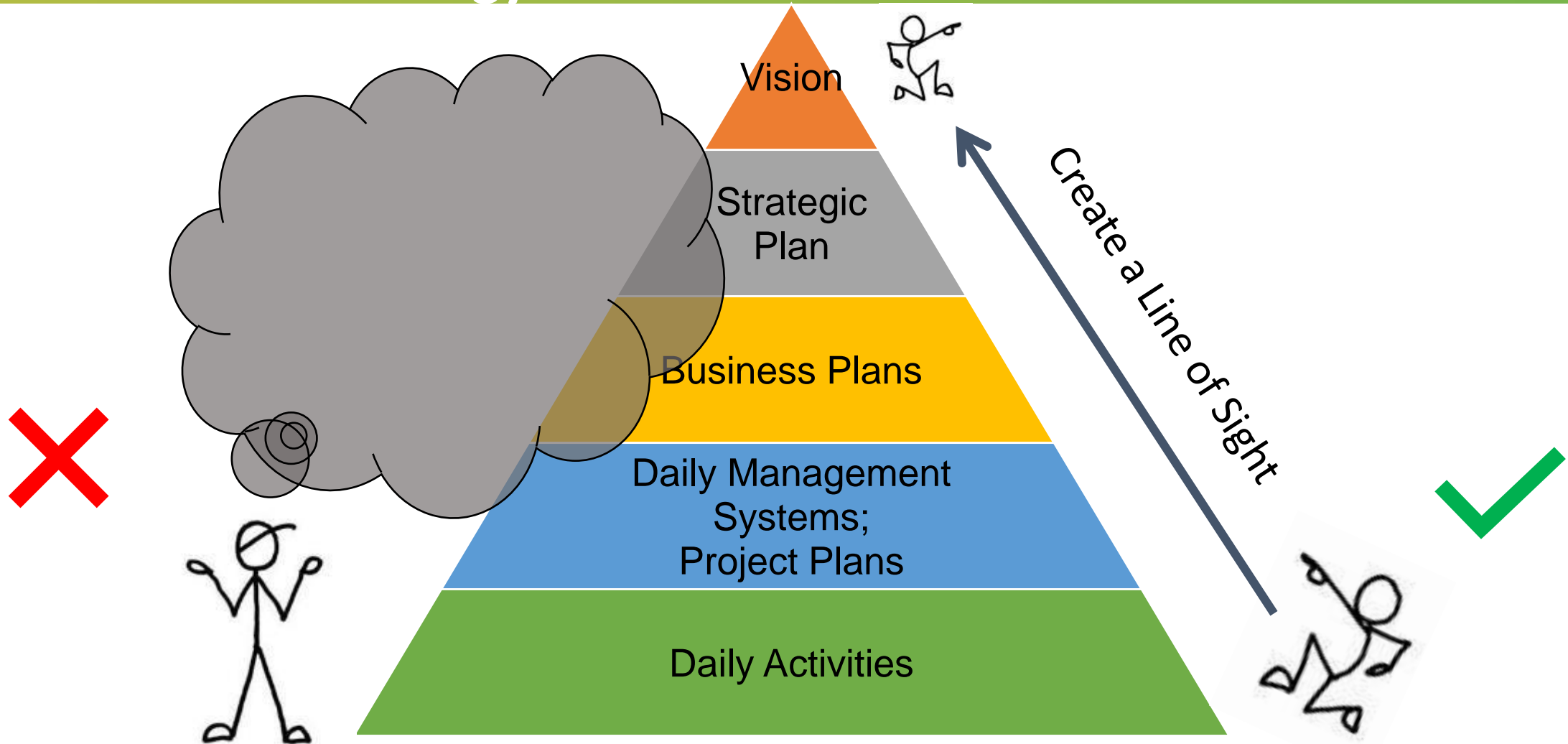
*Geerten Lengkeek, Founder and Managing Director Productivity People*



# 1. Have you measured your productivity, have you analysed how close you are to the maximum, and do you have strategic intent to bridge the gap?



## 2. Have you created a clear line of sight for your people to the vision and strategy?



### 3. Is your team routinely measuring and discussing operational performance?



## 4. Are you empowering your teams to make improvements to their work?

Tier	Focus Area
Senior Management	
Line Leadership	
Operational Staff	

- Middle managers and senior managers need to resist the temptation to address the situational / on the event issues
- Instead they should coach the operational staff to solve their problems
- This will address a number of issues:
  - The ongoing need for the leaders to resolve issues
  - The lack of respect operational staff may experience
  - The freeing up of time for leaders to make systemic and strategic improvements
- Leaders are teachers

Our Recurring observation?  
Underdelegation!



# Thank you

If you want to know more, contact  
Geerten Lengkeek at

[Geerten.Lengkeek@productivitypeople.co.nz](mailto:Geerten.Lengkeek@productivitypeople.co.nz)

Phone 027 5699 001  
[www.productivitypeople.co.nz](http://www.productivitypeople.co.nz)

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