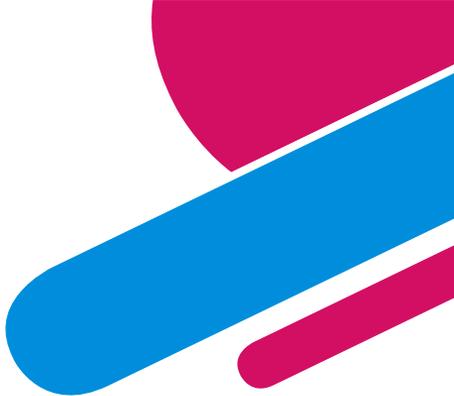


Land Acknowledgment



I acknowledge that I live and work in treaty 1 the territories of the Anishinaabeg, Cree, Dakota, Dene, Métis, and Oji-Cree Nations.

I acknowledge this land sits on the ancestral and traditional homeland of Anishinaabe peoples.

I acknowledge the historical harm done to Indigenous people and I take full responsibility to understand the impact of this harm on Indigenous relatives and neighbors.



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Leadership Capacity Building of Barbados Association of Winnipeg

Presenter

Mandela M.Kuet

Chief Executive Officer

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Sustainability



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Pre-Survey Participation





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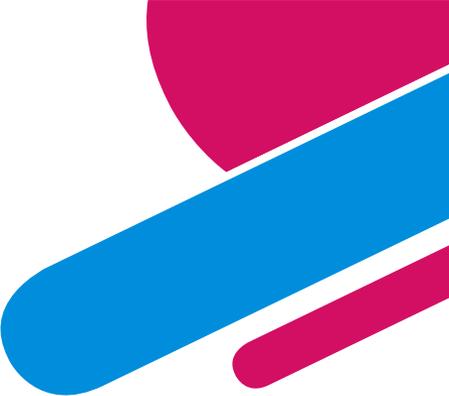
Overview

Understanding leadership capacity There is a commonality between successful organizations and leadership capacity.

Successful organizations understand the importance of harnessing leadership talent and taking the time to develop it internally. Many community organizations believe they have enough talented leaders to capitalize on their most promising growth opportunities.

The importance of building up your leadership capacity must be one of BAW prime objectives in the near future.





Leadership capacity is more than simply skill development; it is about performance, growth, transformation and change.

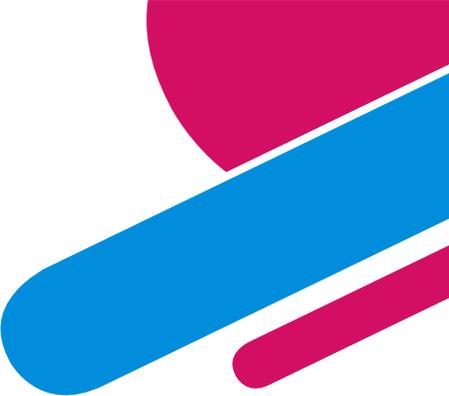
Successful organizations are the result of building effective leadership capacity and an awareness and willingness to take the necessary steps in identify internal talent and nurture them into the leaders of tomorrow.

When leadership capacity is developed at all levels of the organization, it creates a farm system of future leaders that will be prepared to move up and take on new challenges, preventing the organization from experiencing a future leadership gap.



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Leaders at the top of the organization need to intentionally gather information from across the organization.

To consistently can grow and stay fresh with your thinking you need leaders at all levels of your organization that are able to evaluate activities and provide honest feedback based on understanding the vision and values of the organization.

While much of the attention about leadership is focused on the leaders at the top of the organization, it is the leaders at the mid-level and front line that have the greatest direct impact on growth.



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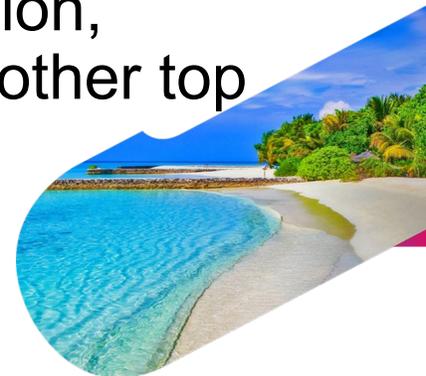


Establish and communicate a clear direction

Strong and flexible leaders communicate a vision that inspires and attracts people with shared beliefs and values.

Having a clear direction ensures that the correct infrastructure, resources and people are in place to advance the growth process of BAW.

A clear direction also provides leaders with a measuring methods they can use to gauge decisions, strategy and future planning. A clear direction, clearly communicated is also a highly effective recruitment tool for other top performers.





Define goals and objectives

Leaders that clearly lay out the specific goals and objectives not only for the organization, but for each department, project, and employee and volunteers make it easier for the organization key stakeholders to commit to those outcomes.

Everyone needs to be clear on what success looks like in the BAW organization. Leaders that define what needs to be done will have greater success gaining the desired results from their people.





Embed continuous improvement into your culture

It is very important to focus on the area of continuous improvement, which is the most critical. This only occurs when everyone in the organization is committed to building their own leadership capacity and helping the organization grow and evolve based on people willing to providing input from across the organization.

If the organization only has direction, goals and behaviors -- without the consistent, positive tension of personal contribution and improvement, senior leaders lose the benefit of the wealth of ideas from less senior leaders across the organization.

By improving BAW will strengthened, and the flow of innovative thinking is encouraged.





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Willingness to take the right risks Anyone can take a risk.

Transformational leaders take calculated risks that often result in positive outcomes for their organization. Trusting BAW leader instinct, as well as BAW leadership team to gather the necessary intelligence is important to advance the organization interest.

Trusting your gut is easier when you have taken the time to research, evaluate and inform your decisions with input from those around you. Failure to take the appropriate risks and make these difficult decisions will hinder change and BAW ability to grow in the direction it seeks.



What can leaders do tomorrow?

Building up BAW leadership capacity must be one of your organization prime objectives. Leadership impacts performance and performance impacts growth. Growth will not happen if people do not perform.

Effective leadership builds more effective people, teams, and organizations. When leadership is present at all levels it helps to accelerate organizational results and makes it possible to fire up change and growth.

Consider this information and think about how it applies to BAW leadership style. Think about the current state of your organization leadership and think about ways that you can put emerging leaders in a position to be a better leader and achieve change in your organization -- even from the bottom up.



Post-Survey Participation



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THANK YOU!

Questions & Answer Period

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