

Overview of Daily Management: Leading with VALUES

As part of The Management Trilogy™, Daily Management: Leading with VALUES focuses on the day-to-day operational responsibilities of a leader. This pillar is critical for ensuring that the routine functions of the organization run smoothly, efficiently, and in alignment with core principles and organizational goals. The term "Leading with VALUES" reflects the idea that effective daily management must be grounded in a clear set of ethical standards and values that guide decision-making, foster accountability, and drive a positive work culture.

Key Elements of Daily Management

1. Operational Efficiency

- Focus: Ensuring that processes, systems, and workflows are functioning optimally on a daily basis.
- Description: Leaders must oversee the efficient use of resources, streamline operations, and remove any barriers that could hinder productivity. This involves monitoring performance, refining processes, and ensuring that the team has the tools and resources they need to succeed.
- Outcome: A well-run operation where objectives are consistently met, and team members are clear on their roles and responsibilities.

2. People Management

- Focus: Managing and leading the people within the organization.
- Description: Effective people management involves coaching, mentoring, and developing individuals to reach their full potential. Leaders must address team dynamics, provide feedback, resolve conflicts, and ensure that every employee feels supported and engaged.
- Outcome: A cohesive and motivated team that works efficiently together, resulting in high morale and sustained performance.

3. Accountability

- Focus: Maintaining a culture of responsibility and ownership.
- Description: Accountability is about setting clear expectations, holding individuals and teams responsible for their work, and ensuring transparency in performance. Leaders need to regularly check progress, offer feedback and coaching, and take corrective action when necessary to keep everyone aligned with the organization's goals.
- Outcome: A culture where team members take ownership of their tasks and are committed to achieving results, knowing they are supported and held accountable by their leaders.

The Importance of VALUES in Daily Management

The "VALUES" in Daily Management are more than just a moral compass—they are the foundation for decision-making and leadership behavior. Leading with VALUES ensures that:

- Ethics and Integrity guide every interaction, promoting trust within the team and with stakeholders.
- Consistency in decision-making and behavior builds credibility and stability.
- Transparency helps in open communication and ensures that all team members understand their roles, expectations, and the organization's direction.

These values foster an environment of trust, collaboration, and accountability, which is essential for maintaining high performance on a daily basis.

The Role of the Leader in Daily Management

Leaders play a critical role in setting the tone for daily management. Their actions, communication, and decisions shape the operational culture. The primary role of a leader is to help others succeed. This mindset is particularly important for new leaders to embrace. It's mostly about valuing the contribution that others can make to the success of the team.

A leader who leads with VALUES will:

- Set clear expectations and goals for their team.
- Create an environment where feedback is open and constructive.
- Address operational issues promptly and efficiently.
- Serve as a role model by embodying the values they expect from others.

The Outcome of Effective Daily Management

When leaders excel at daily management, the organization operates smoothly, with teams that are efficient, aligned, and motivated. By focusing on operational efficiency, people management, and accountability, leaders can ensure that short-term objectives are met while building a solid foundation for long-term success.

In conclusion, Daily Management: Leading with VALUES is about maintaining the core of an organization's operations. It's about ensuring that every team member knows their role, feels supported, and is aligned with the organization's mission and goals. Effective daily management enables leaders to not only meet immediate targets but also foster a strong,

values-driven culture that sustains performance over time, ensures the success of others and overall success of the team.