



MASTERCLASS

WITH YAW ANIM BARNAFO

TOPIC:

LEADERSHIP
(LEADING OTHERS)

WEDNESDAY, 23RD OCT.
1:15 PM



FACILITATOR:
TAAKA AWORI
MANAGING DIRECTOR - BUSARA AFRICA



Leading Others for Success



Session 1: Leading Others

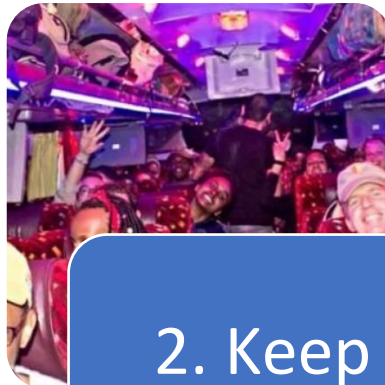
“you are managing when people follow you because you have no choice, you are leading when people follow you because they want to.”

Taaka Awori

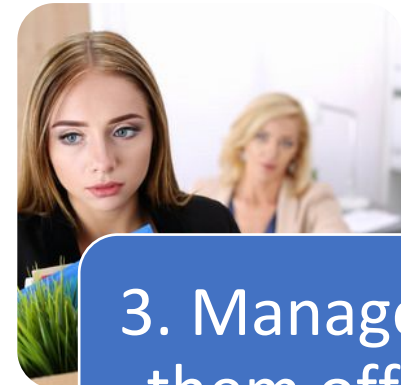
The three keys to leading others



1. Get the
right
people on
the bus



2. Keep
them on
the bus



3. Manage
them off
the bus if
needed

1. Get the right people on the bus: -Recruitment-

- Position your company to attract the best.
- Be clear on what you want: Develop a detailed job description that sets forth overall purpose of job & key areas of responsibility
- Hire for attitude, capacity need not be perfect but can be developed later.
- Manage your unconscious bias- “all that glitters ain’t gold.”



2. Keeping them on the bus -Retention-

- Be clear on the why-
develop a shared
vision
- Clarify expectations
- Provide feedback &
support
- Hold them
accountable



3. Managing them off the bus: Healthy separations

- Get curious and provide all the support required
- When you have made a decision, exercise due process.
- Be fair and impartial.
- Document the process.
- Don't' delay.



You don't have to do it alone
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