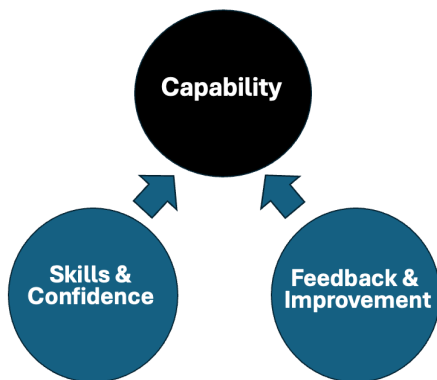
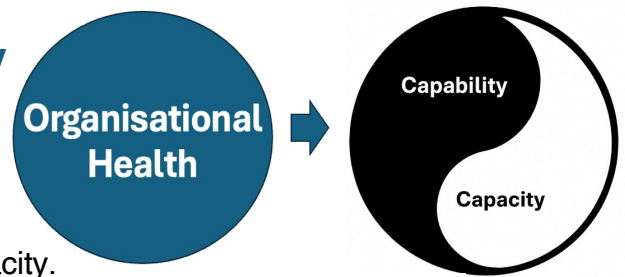


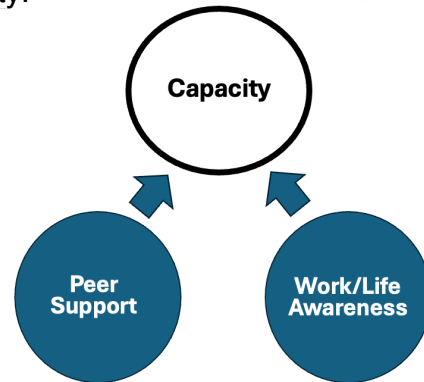
## Workforce, Teams & Leaders

### Organisational Health: Capability & Capacity

When we consider the complexities of organisational performance, Organisational Health is firmly within the circle of influence for every Board and leadership team. Organisational Health can be broken down into two inter-connected elements: Workforce Capability & Workforce Capacity.



From an Organisational Health perspective, **Workforce Capability** refers to both the knowledge and skills, and the feedback and improvement processes that enable staff to deliver the products and services defined in the organisation's operational plan.



From an Organisational Health perspective, **Workforce Capacity** refers to the energy and focus (aka efficacy) that staff can apply to their work performance. Peer support and work/life awareness are two key determinants of workforce capacity.

### Organisational Health Strategy: Workforce, Teams & Leaders



Workforce

**Do we have effective Capability and Capacity building strategies to support our workforce?**

A great Workforce Capability strategy has a clear gap analysis with targeted skills development and feedback and improvement cycles to upskill the workforce. A great Workforce Capacity strategy has a continuous measurement cycle to monitor and maximise staff capacity and a whole of organisation engagement plan to 'live the values' and 'leverage the diversity'.



Teams

**Are all our teams working effectively as High Performance Teams?**

Boosting Team Health is the key to high performance. When teams are performing at their best, they maximise both achievement and engagement. The High Performance Teams program enables teams to develop a clear 'ways of working' road map and an effective activity cycle to optimise collaboration and self-monitor goals and targets.



Leaders

**Do our leaders have a shared understanding of Strategic, Supportive & Self Leadership?**

Developing a shared understanding (and toolkit) for the three domains of Strategic, Supportive and Self-leadership across the supervisory, middle and senior leaders is a powerful enabler of Organisational Health. Optimal efficacy is achieved through both masterclasses for shared learning and individual and group leadership coaching for real world implementation and support.



**Get In Touch!**

Dr Pete Stebbins, PhD

W: [drpetestebbins.com](http://drpetestebbins.com)

E: [drpetestebbins@gmail.com](mailto:drpetestebbins@gmail.com)

M: +61 408 107 586



**Dr Pete Stebbins** PhD

Leadership | Teams | Transformation