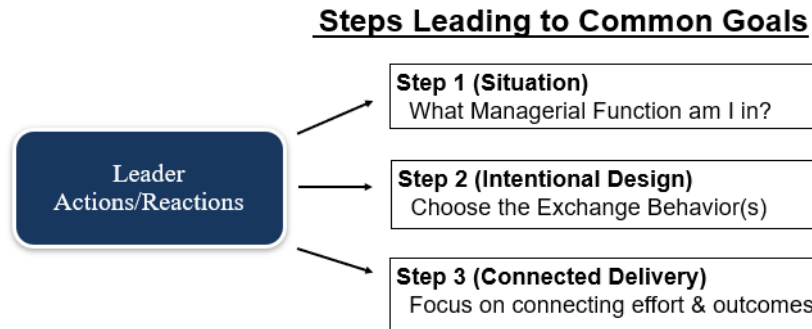


EBLM Leadership Process



Step 1: Situation: What Management Function am I in?:

Planning

Definition: The process of determining the organization's goals and deciding on the best strategies to achieve them.

Key Question: *Where do we want to go, and how do we get there?*

Organizing

Definition: The process of assigning tasks, grouping activities into departments, and allocating resources across the organization.

Key Question: *Who does what, and who reports to whom?*

Influencing

Definition: The process of guiding, motivating, and directing employees toward the achievement of organizational objectives.

Key Question: *How do we inspire our people to give their best effort?*

Controlling

Definition: The process of 1) setting a standard, 2) monitoring and comparing results against established goals, and 3) taking corrective action when necessary..

Key Question: *Are we meeting our targets, and if not, how do we fix it?*

Step 2: Intentional Design: What Exchange Behaviors to include?

Material Exchange behaviors

Social Exchange behaviors

Step 3: Connected Delivery: Connect Effort and Valued Outcomes.

Terminal Values

Instrumental Values