

5 MINDSHIFTS IN BUILDING HIGHLY ENGAGED & PRODUCTIVE TEAMS

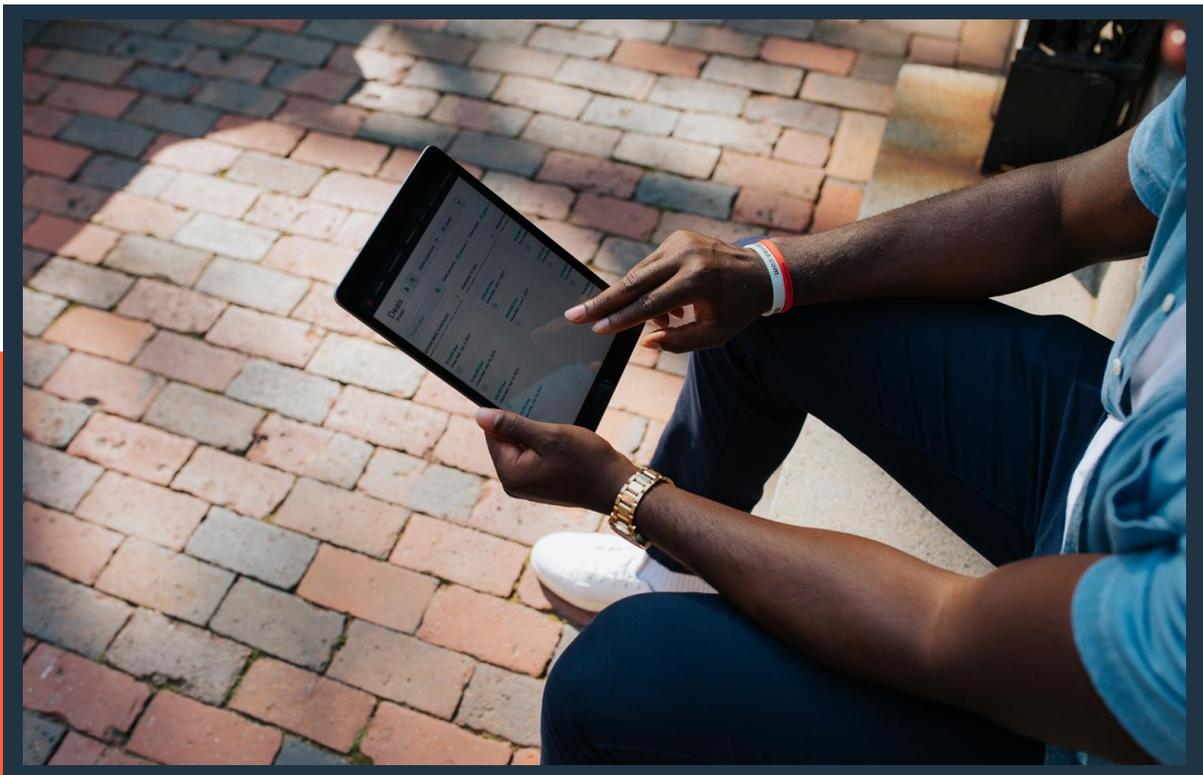


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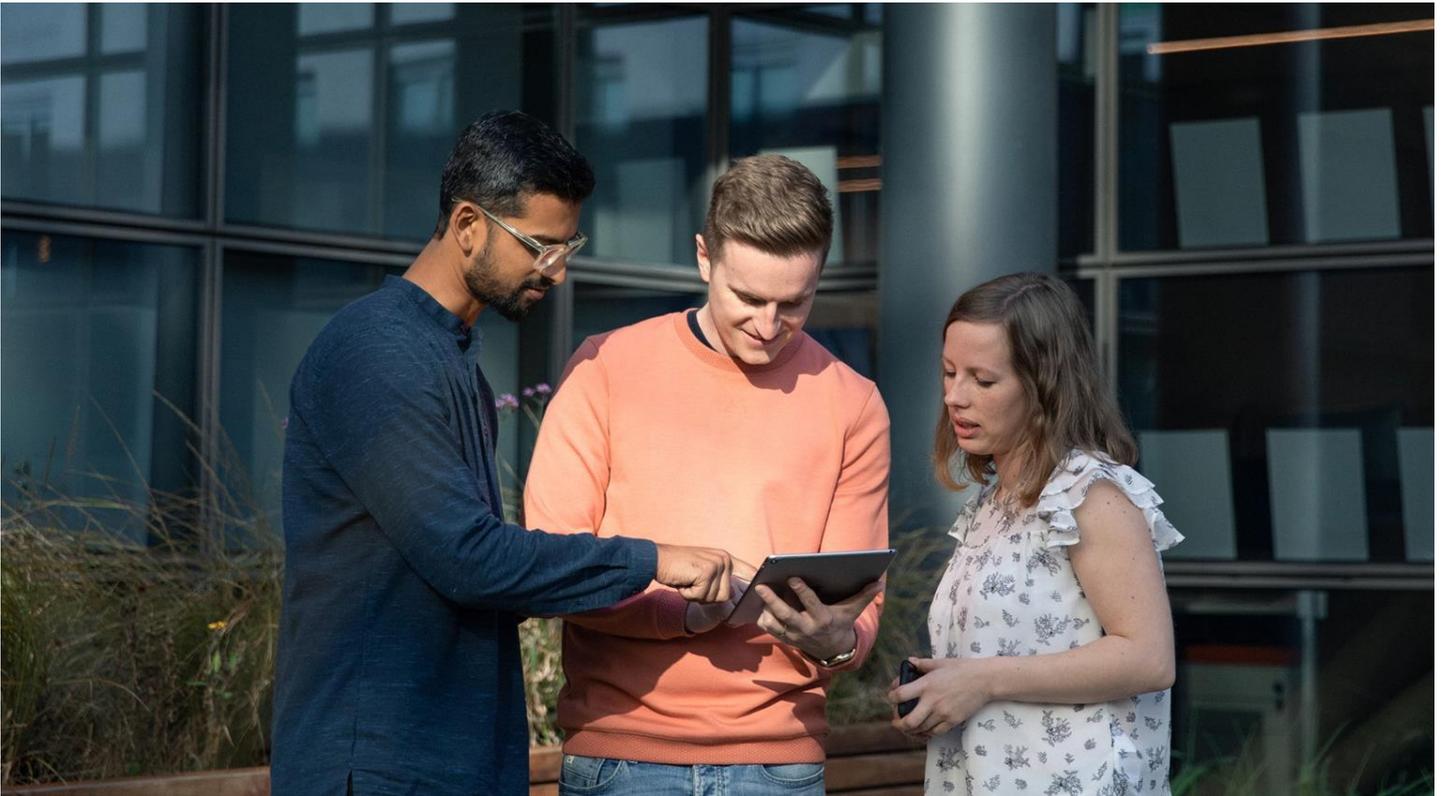
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From Authority to Influence

CHAPTER ONE



A leader who consistently leads or influences a team through the authority of their positions ends up with low or unengaged team members. Chances are that your team productivity is majorly average – 20% of your team members are the ones driving 80% of your overall business. This is average team productivity.

Shift your influence from the authority of your position to use the power of influence through Exchange, Persuasion, and Respect to start seeing a shift and possibly have 30-40-60-70% of your team members highly productive

From Ego to Appreciative

CHAPTER TWO



"Ego is the enemy," Ryan Holiday.

Ego is what kills the success of millions of leaders across the world. Both aspiring, emerging, and experienced leaders, ego cuts across all.

When we move into positions, higher management positions within the organization, or as an entrepreneur when all things seem to go all well, we lose the picture that life is all about the season.

Leadership is also full of seasons.

If left unchecked our ego will ruin our bright starting career journey or our decorated leadership success that we have built over time.

Practice the habit of shifting your Ego to Appreciative.

Shift that Ego to Appreciation and you will experience a shift in your team to highly engaged and productive over time



From Communicating to Connecting

The reason why your team is not hitting their performance levels is either one of the following:

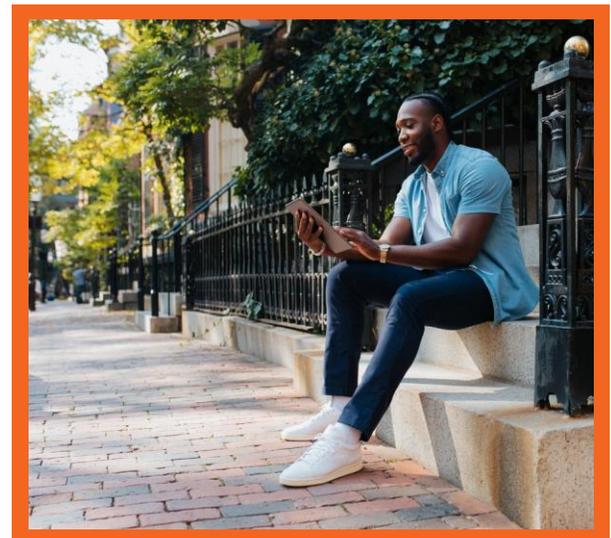
- ❑ They are not clear on the goals
- ❑ They are not clear about their roles
- ❑ They are not clear on how to go about accomplishing their goals.
- ❑ They lack the information, tools, time, or money to accomplish their goals.

All these issues are about a lack of connection and not necessarily about poor communication.

From Inferiority to Cheer-leader

Having inferiority in itself is not very bad, every leader experiences that in one way or the other, but bringing the inferiority to your realization and dealing with it by shifting it to cheerleading will do some magic in the way you engage with your team and will have a tremendous shift in your team's productivity.

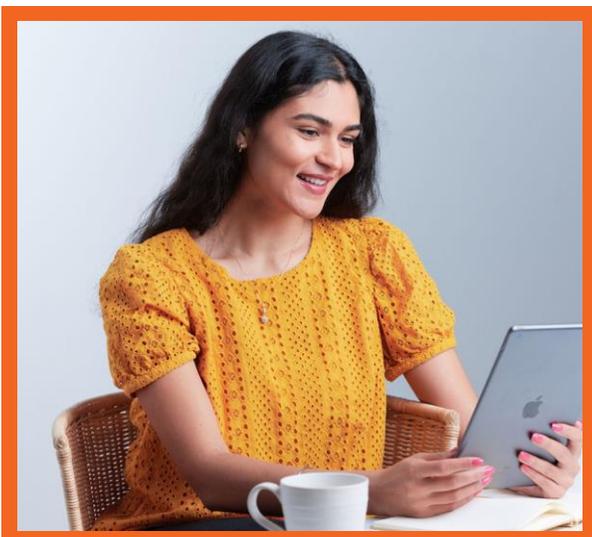
Understanding your inferiority as a leader requires a higher level of awareness of self – use Experience Cube



From Apathy to Inquisitive

When we shift from apathy to inquisitive as leaders, we become curious about ourselves and our teams and we start having curious conversations about how we can better the team.

The shift from apathy to inquisitive is not easy but, is worthwhile and will turn your teams' patterns to highly engaged, highly productive. To be a great leader you have to be a great partner and the shift from apathy to inquisitive is critical.



" Engagement and Productivity are two words not many times used hand in hand. However, what many leaders don't realize is that there can be no optimal productivity without engagement. "

"A leader knows the way, SHOWS the way, and LEAD the way," John C. Maxwell

A highly engaged team will eventually lead to a highly productive team. That is the connection.

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What enables team members to move to that level of highly engaged and optimal productivity? What is the role of the leader in facilitating an environment that creates a highly engaged and highly productive team?

That is what this book is about. Check out full version coming soon.

About the Author

Gilbert Ang'ana is Strategic and Innovative Executive who translates business vision into initiatives that improve performance, profitability, growth, and leadership engagement & productivity.

A

CEO/FOUNDER

Accent Leadership Group, is a leadership and change management consultancy with a focus on creating a movement of leaders whose power of influence will far exceed the authority of their position.

B

ENGAGEMENT & PRODUCTIVITY COACH

I have coached over 2,000 leaders with over 500 hours of coaching and trained over 10,000 + leaders across Africa.

C

THOUGHT LEADER

He Empowers leaders with unique perspectives and appreciation that their teams are their greatest asset. He was recently recognized as one of The Top 40 Global Change Management Gurus – 2022 by leadersHum for his immense contribution and practice



ENGAGED AND PRODUCTIVE

Gilbert is an authentic influencer who thrives on team collaborations, tough challenges, and translating vision and strategy into actionable, value-added objectives. He has 15+ years of first-hand commercial experience, including senior positions built on the foundation of a successful career in telcos and banking.

He is a Certified Maxwell Leadership Coach, an ICF Certified Engagement and Productivity Coach, leadership disrupter, growth activist, trainer, and speaker at business events and seminars. He is also an author of 3 personal leadership books - BREAK OUT , SPEED & Leadership Purpose Handbook

ENGAGED & PRODUCTIVE

5 Mindshifts in Building Highly
Engaged & Productive Teams



**From Authority to
Influence**



**From Ego to
Appreciative**



**From
Communicating to
Connecting**



**From Inferiority to
Cheer-leader**



**From Apathy to
Inquisitive**

Practice this 5 mindshifts and you will notice a high level of connection, and engagement with the team.

Over time you will see the trajectory of their exceptional productivity.



GILBERT ANG'ANA

Check out for the full version of this book by end of the year
2022.

You can read some of my leadership work and articles through
<https://stepafrique.com/news-blogs/>



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