

Review last year and look forward to 2014

It's inevitable that as 2013 draws to a close we focus our thoughts on reviewing the year that's just gone, whilst also looking forward to the New Year.

As individuals, the New Year starts for many of us with resolutions some of these more realistic than others perhaps?!!

As a business leader, it's a fantastic opportunity to take a few minutes to analyse the year that's just gone.

- What were the strategic targets?
- How well were these communicated?
- Did the targets change and if so, were the changes pro-active or reactive?
- What assurance are you receiving of true performance?
- Is unnecessary bureaucracy eroding value?
- How would you define your health and safety culture?

The answers to these questions can help frame the strategy for 2014 and inform the all-important budget planning process. The New Year provides an opportunity to review the challenges that face the business but more importantly embrace the opportunities that exist and identify those that you are able to influence in a positive way.

What does your organisation need to do to stand-out from your competitors? How can it deliver more value, become more efficient, receive the assurance that you are compliant (without producing reams of unnecessary paper!) and embrace continuous improvement?

Some simple questions that may help you focus your thoughts?

- What's the outcome I want?
- What stands in my way?
- Has someone already solved the problem ('steal with pride'.....in the nicest sense)?

The people that work for you are critical to delivering your strategy. High-performing organisations are full of individuals who

- understand their role and what's expected of them
- contribute to delivering the objectives in a way that adds value
- have a positive effect on those around them
- are motivated to 'go the extra mile'
- 'do the right thing even when on-one is watching'

Do you see these traits in people working for you? If not, what do you need to change to achieve this culture?

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