

Using the Success Framework

The Success Framework is a way of looking at your work of leading and managing people. Essentially, the success of a leader and manager depends upon: (a) the situation, (b) the workers and (c) the characteristics and skills of the leader or manager.

What you pay attention to is where you get the most results. If you focus on improving systems, for example budgeting and goal setting, then you will get results in that area.

levels so they know what they can and cannot do.

There are also times when the situation presents a constraint. For example, if there is a downturn in the business and your company

What does the Success Framework mean to you and how do you use it?

Managing in a given situation

What all this says is that to be successful the leader and manager must have certain ways to best utilize the workers in any given managing situation. Leadership and management skills and characteristics, as mentioned earlier, are essential for doing this.



Or if you develop your skills in inspiring people, you will be more effective in inspiring people to do their jobs better.

What you do in one area, may affect another

In cases where you want sales people to produce more results, you have to train them. On the other hand, you may have to provide a competitive compensation to further motivate them.

The successful leader and manager consider the whole picture when he or she is trying to make a change. He or she assesses the problem by looking at the situation, the workers' needs and their motivation and his own skills and characteristics.

What you pay attention to is where you get the most results

Similarly, if you want people to make decisions and accept responsibilities, you may have to define their authority