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Increased
ROI, Impact &
Performance

People Strategy Leaders

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FACTS

Increased
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STRATEGY

When all 5 elements of our Strategy are focused and clear, we are able to effectively translate and transfer them through all departments, teams and each individual staff member.



PEOPLE

Your People are the driving force of the organizational purpose. They are the ones engaged in daily activities leading the organization toward your long term and short term goals.



LEADERS

Effective and efficient leaders continually steer their teams in line with the processes and activities aligned with the goal. At a deeper level, Conscious Leaders curate safe and conducive environments for your People to step in, flourish and contribute at even higher levels.



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PEOPLE are your biggest resource

People & Talent Management

There is a need for intentional and continual assessment on the People we hire, onboard, train, remunerate, reward and release; all in efficiently steering them with the purpose of the organization.

The continual alignment and result of, for and with our People works in tangent with our HR department and all its systems & processes.





Humans are dynamic

Humans are not predictable, especially where there is no clarity of strategy.

Lack of clarity, leads to lack of focus, dysfunctional teams, continually shifting goal posts, distrust, corridor gossip, assumptions and wrong perceptions.

All this negatively affects performance, impact and your ROI.



Stable foundations with flexibility for change management, building, sustaining or changing cultures; pivoting in line with the changing global economy, politics and social environment; accommodates the continual dynamism of humans, by curating environments that promote sustainability & innovation.

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EFFICIENT & EFFECTIVE LEADERS

We can only lead, serve and look after those around us, to the level at which we ourselves are as leaders.

At BASE Leadership Level,

Effective and efficient leaders, continually steer their teams in line with the processes and activities aligned with the organization's short and long term goals.

The Organizational Strategy needs to be focused and clear for this to happen

We are all dynamic. This means that markets are dynamic by virtue of being made of human beings. Systems, processes are dynamic by virtue of being made by human beings.

When we are clear on the PURPOSE, to begin with, we can PIVOT as needed with evolving markets, ways of working and client needs.



CONSCIOUS LEADERS

Becoming & Embodying Leadership Itself

CONSCIOUS LEADERS, take themselves, the People they lead, and therefore, your organization to the next level.
HOW?

At a DEEPER Conscious Leadership Level

Conscious Leadership, provide a space for continual, increasing self awareness, resulting in not only high levels of emotional intelligence, but deeper intuitive levels, as you cultivate emotional agility on the go.

This is the start to actively and consciously Embodying Leadership itself.

This deeper knowing, not only frees up even more time for Leaders to focus on helping those they lead to flourish and contribute at higher levels, but:

It actively cultivates an inclusive, collaborative and growth mindset that is set within your one's internal, intuitive and stronger core away from just ticking boxes.



The PEOPLE Management Cycle

At BASE level, the continual alignment and result of, for and with our People works in tangent with our HR department.

There is therefore, a need for intentional and continual assessment on the People we hire, onboard, train, remunerate, reward and release;

All in efficiently steering them with the purpose of the organization

HR policies, systems and technology has to be continually aligned to the Purpose and Vision of the Business.



The PEOPLE Leadership Cycle

At CONSCIOUS level, leaders create and curate emotionally and psychologically safe spaces for their People to step in, flourish and contribute at even higher levels.

The STRATEGY is always the starting point. When it is clear for all our People, including how they will contribute, what their role in the overall vision is, the easier it is for them to move forward with focused clarity.

A next step, is to help our People, figure out their life PURPOSE, and link that to the work they are doing, thus creating a win-win situation. As they grow, the business grows and vice v

What happens when you align PEOPLE to Purpose?

01

You cultivate:

- Intrapreneurship, which increases:
- Ownership and Accountability, through a deeper sense of belonging
- Trust and a collaborative culture is created

02

Clear strategies, allow for:

- Honesty
- Inclusion and diversity
- Growth and Innovation

03

The Implementation plan in any focused strategy, is:

- an important activity monitoring tool
- a progress evaluation tool, and a
- Performance evaluation and alignment tool





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What happens when our STRATEGY is not clear?

- People come to work just to clock in and out
- Performance is low
- Resources are wasted
- Leaders micromanage, and lose sight of the vision
- Higher performing employees leave
- The wrong people are hired, onboarded and retained
- Training and rewarding are misdirected
- Organizational impact is low
- ROI is low, none-existent or in minus
- Business does not survive dynamic market changes



People Strategy Leaders

When the business foundation is covered and attended to:

Safety needs are covered in evolving markets

There is a sense of belonging within the internal culture

Esteem is established in being part of a tribe, performance increases

The business & its people thrive & flourish.

Which means performance, impact and ROI increases on all fronts



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People Strategy Conscious Leaders

- Conscious leaders have a higher and deeper emotional intelligence and agility
- From this vantage point, and using the business strategy as a foundation, Leaders embody and become leadership itself
- Embodying and practising leadership itself allows them to become compassionate, focused leaders who take your organization beyond
- People become the central focus; making sure that they provide safe and conducive environments internally and externally, to increase performance, impact and ROI for the team and subsequently the business.



Taking inventory: Where are you?

Are all 5 areas of your strategy clear & focused?
Are they translatable and therefore transferable to all teams?

Were these all shared, developed, & explored with all Leaders?

5 areas of a clear and focused strategy:
Purpose, Vision, Mission activities, Embodied Values, Implementation Plan

Have all leaders effectively & efficiently adopted, driven and directed their teams through the strategy?

What level are your leaders? Baseline, Conscious, Other level?

Is your HR department directing, aligning and supporting
Your People in line with the business purpose, vision and goals?

Are your People clear on their life purpose? Is it aligned to that of the
organization? How are you and them as a business growing together?



Where do you need help, guidance & support?



STRATEGY?

1. **Base Level:** Assessing your strategy
2. **Base Level:** Facilitating your organizational strategy
3. **Advanced Level:** Working with leaders, to co-creatively disseminate the organization's strategy for focused clarity.

LEADERS at Baseline; and or LEADERS at Conscious Level?

1. **Base Level:** Assessing departmental strategies
2. **Base Level:** Guiding leaders in clarifying and focusing team and departmental strategies for their teams
3. **Conscious Level:** Helping leaders cultivate conscious leadership skills that will allow them to create high performing environments and support for their teams

PEOPLE?

1. **Base Level:** Assessing the HR departments' processes at all levels;
2. **Base Level:** Helping them align with the organizational strategy;
3. **Conscious Level:** Working with Leaders to support them with People skills for higher performance & impact
4. **Conscious Level:** Working with your People to cultivate Conscious SELF Leadership

My expertise

QUALIFICATIONS

- Generic & Jungian Psychology
- Socio-cultural & Medical Anthropology
- Neuroscience-based coaching
- Metaphysical practitioner
- Wellbeing: Mindfulness

RELEVANCE

- People's individual & collective psyche's - PSYCHOLOGY
- People's individual & collective sociocultural influences & needs - ANTHROPOLOGY
- People's minds and brains for higher performance
- People's inner guidance systems

EXPERIENCE

My work has involved working on fixed term contracts with organizations and individual business leaders, on specific areas around strategy, research, people and talent management, leadership mindset development, conscious leadership, and enhanced managerial competencies.



LET'S SCHEDULE A CONSULTATION CALL, some can map what you need together:
<https://calendly.com/bmutedzi/20minute>

OR IF YOU PREFER MY EMAIL:
designyourlifefoundation@gmail.com

AND MY WEBSITE LINK:
<https://designyourlifefoundation.com>

I look forward to connecting with you!
With kind regards

Barbara Mutedzi
Conscious Leadership & Wellbeing Coach



STRATEGY



PEOPLE



LEADERS



Levels of support recap:

(B) Base Level or (C) Conscious Level

- Assessing Your Strategy **(B)**
- Facilitating Your Strategy Session **(B)**
- Working with Leaders to co-creatively disseminate the Strategy **(C)**

- Assessing the HR departments' processes at all levels **(B)**
- Helping them align with the organizational Strategy
 - (B)** ■ Working with Leaders to support them with People skills for higher performance & impact **(C)**
 - Working with your People to cultivate Conscious Self Leadership **(C)**

- Assessing departmental strategies **(B)**
- Guiding Leaders in clarifying and focusing team and departmental strategies for their teams
 - (B)** ■ Helping Leaders cultivate Conscious Leadership skills that will allow them to create high performing environments and support for their teams **(C)**