

PeP VISION

OUR VISION OF A NEW FUTURE GUIDES US
IT GIVES MEANING AND PURPOSE TO WHAT WE DO
WE ACTIVELY COLLABORATE AND DISCUSS ENVISIONED
POSSIBILITIES WITH DIVERSE EXPERTS

PeP CHAMPION - COORDINATES & ASSESSES

1. War Room: Record & Share Outputs, Impact & Outcomes
2. Project Management: Actively Align, Monitor & Manage Phases
3. Ops Mgt Unit: Optimise Admin/Intervene, Mobilise & Strategise

KEEP IT FOCUSED ON AN ENVISIONED FUTURE
1. Crisp, Clear & Real: Keep It Short, Understood & Give It Meaning
2. Aligned: People, Ops, Funding, Culture & Strategy
3. Detailed: Envisioning Suggests Detail

1

COMMUNICATION - SNAPSHOT REPORTING
1. Fuel Gauge: We have the required resources and inputs
2. Speedo: Our outputs, impact and outcomes are on track
3. Rev Counter: We meet Regulatory Authority Requirements

3

STRATEGY

OUR STRATEGY IS THE RESULT OF A
COLLABORATIVE PROCESS TO WHICH WE
ALL CONTRIBUTE AND THUS WE FULLY UNDERSTAND
HOW WE TOGETHER WILL
DELIVER THE VISION

STRATEGY DRIVERS

1. Wall Paper: Keep It Short & Understood
2. Scorecards: Keep It Measured/Monitored
3. Execution: Crowd Support & Buy-In

1

STRUCTURE

1. Centralise for Cost / Benefit Gains
2. Decentralise for Fast Decision Making
3. Mix It to Turbo Charge Transformation

2

LEADERSHIP

1. When needed: Be Authoritarian
2. When Needed: Be Participative
3. If Possible: Keep It Self Directed

3

PEOPLE

MY JOB HAS MEANING & AUTHORITY
BOUNDARIES, I MANAGE IT'S
BUDGET, I'M CELEBRATED
& TRAINED, REWARDED
& I REPORT DEVIATIONS
FROM PLANNED OUTPUT
ASAP

- RESPONSIBLE**
1. Task Maps & SLA's
 2. What Maps Delegations Instructions
 3. Meaning

1

- EMPOWERED**
1. Skills Audit
 2. How Video Prod. Unit
 3. Training is everyone's Business

2

- ACCOUNTABLE**
1. Timeliness
 2. Accountability
 3. Rewards

3

- SYSTEMS**
"The When"
1. Supportive
 2. Operational
 3. Utilised

1

- OPERATIONS**
"The What"
1. Mapped
 2. Displayed
 3. "As Is" & "To Be"

2

- POLICIES**
"Guidelines"
1. Trusted
 2. Support Innovation
 3. & Standards

3

- BUDGET FORMULATION**
1. Base 80
 2. Strategy Focused
 3. Top/Down Bottom/Up

1

FUNDING
WE BUDGET FOR WHAT IS DONE & NOT DONE
WE ACTIVELY ALIGN FUNDING WITH OUR
VISION & STRATEGY AND WE
ACCOUNT FOR BOTH VOLUMES
& VALUES WITHIN A
MULTI YEAR TIMEFRAME

- BUDGET EXECUTION**
1. Supply Chain
 2. Commitment Accounting
 3. Delegated Spend Auth.

2

- BUDGET REPORTING**
1. Vol's & Val's
 2. Daily & Mthly Acc'ing
 3. Multi Yr Focus

3

- ATTITUDE**
1. Team ID / Uniforms
 2. What's Right Not Who
 3. It's My Job

1

CULTURE
I AM PART OF A TEAM THAT PROMOTES
WHAT'S RIGHT VS WHO. IT'S MY JOB TO
SUPPORT, TRAIN & INNOVATE.
I RESPECT PERSONALITY
& DIVERSITY DIFFERENCES
PLUS WE DO NOT TOLERATE
CORRUPTION

- PERSONALITY**
1. Profiling
 2. No stripes Leadership
 3. The Value of Diversity

2

- CORRUPTION**
1. Prevention
 2. Detection
 3. Reaction

3

PeP
3x3

PeP
3x3