



People like to be led

Most managers appreciate that people would rather be led than managed.

Leadership is about creating an environment where people want to and can succeed. However before you can lead, you need to decide, and be able to clearly communicate, where you want to go.

Know what is happening – Know what to do

Each follower needs to know what is happening and what they need to do to contribute. **Most importantly, a follower’s understanding must be from their perspective, not yours.**

Our research and many years of experience confirm that when a leader’s plans are not connected to what followers need to do, the likelihood of success is reduced.

People want to do a good job

Leading should not be hard, because most people want to do a good job. But the leader needs to communicate what a good job is.

This is confirmed by followers who often say “Just tell me what you want me to do, when and with whom”.

People – Resource or Asset?

The way people are treated has a significant effect on their performance and feelings of self worth. In simple terms, people can be treated as an “asset” or a “resource”.

The dictionary defines an asset is “a person or thing having a useful quality”. A resource is defined as “a means of supplying what is needed or stock that can be drawn on”.

Leaders treat people as assets.

Traditional Management Approaches

Traditional management approaches treat people as resources, hence the term “human resources” to distinguish from other resources. Even project management that focuses on a single project handles people with other resources.

Leading is extremely difficult when using current methods to manage and sustain on-going work. There is generally a lot happening with many people involved, so people find it hard to work out what is relevant to them and the important things they need to do. They look to leaders to show the best path for them.

A lot of time and effort is wasted coordinating strategies, projects, tasks, actions, teams and individuals. Followers expect leaders to help them keep work coordinated.

What Leaders need to do

Leaders need to:

- communicate their vision (what success looks like),
- provide consistent direction (in context),
- create a context to realise people’s potential,
- provide the means to track and coordinate work,
- inform people of changes that affect them,
- facilitate accountability and recognise effort, and
- ensure equity (people are treated fairly and equally).

TASKey WorkNav helps you lead

TASKey WorkNav automates the most frustrating and complex aspects of management; so you can get on with leading. WorkNav doesn’t lead for you, but it helps you create an empowering environment, so teams and individuals can consistently work towards achieving agreed goals and ultimately your vision.

How does TASKey WorkNav help?

TASKey WorkNav facilitates Distributed Management, so you can lead more successfully through:

- **Vision** - helps you create a high level task and goal framework to show a picture of success.
- **Task Maps** – uses team membership, responsibility, delegation, and a patented method to show how relevant tasks fit together.
- **Direction** - creates a personal To Do lists that detail what needs to be done, when and with whom.
- **Tracking and Coordinating** - keeps track of and coordinates complex task, action and team relationships over Intranets and the Internet.
- **Notifying Changes** - keeps users informed of task, team and To Do changes that affect them.
- **Accountability and Focused Effort** - shows users what they need to do to contribute to all tasks and automatically updates task progress.
- **Equity** - provides each user with a ToDo list of what they have done and have to do for all their tasks. Comparing ToDo lists simplifies balancing workloads.

An Essential Leadership Tool

Let TASKey WorkNav take a lot of the drudgery out of leading. Implement strategies, projects, tasks and actions. Lead teams to create certainty and distribute the workload. TASKey WorkNav software helps you get the best out of the people you lead.