

Daily debrief

In our Leadership Workshops we talk about Performance Leadership and the keys to having an engaged, proactive and happy workforce. The discussions for this are centred around the four R's (and one O): remuneration, respect, reward, recognition and opportunity.

PERFORMANCE LEADERSHIP



- 1 REMUNERATION
- 2 RESPECT
- 3 REWARD
- 4 RECOGNITION
- 5 OPPORTUNITY

The concept of a daily debrief at the end of the day serves multiple purposes. It is a great operational multiplier, offering an opportunity to:

- » Debrief the job – this can help people stop thinking about the job when they are at home
- » Thank the team and acknowledge their efforts – this sends people home on a positive, no matter how the day went
- » Set up the following day for success

Crews that have adopted this as a part of their everyday routine have seen gains in operational efficiency, team cohesion and morale. They have also noticed a reduction in unplanned absence and sick days.

Debrief the job

- » What went well?
- » What did we learn?
- » Where can we improve? (it's important that this doesn't end in a blame game – keep it upbeat!)

Thank the team

- » Acknowledge and recognise their effort
- » Thank everyone
- » Inject some humour if it helps, having a laugh is healthy

Set up the next day

- » Briefly discuss logistics
- » Discuss the plan for tomorrow
- » Check in with the team that everyone is good for tomorrow