

8-Step Team Stabilisation Presentation Outline

Introduction

- Welcome to the Leadership Stabilization Cheat Sheet—a concise guide for navigating leadership transitions and team stabilization. Whether you're experienced or new to the role, this sheet offers steps to create a productive work environment by understanding team dynamics and addressing challenges. Lead with clarity and turn challenges into growth opportunities.

Step 1: Understand Why You're Really There

- **Objective:**
 - Discover the underlying reasons for leadership changes.
- **Key Actions:**
 - Review KPIs.
 - Gather honest context from team members.
 - Identify recurring problems.
- **Key Message:**
 - Clarity removes guesswork.

Step 2: Identify the Pain Points

- **Focus Areas:**
 - Detect confusing routines, weak accountability, and unclear standards.
- **Key Questions:**
 - "What slows you down?"
 - "What should work better?"
- **Key Message:**
 - Fixing pain builds instant trust.

Step 3: Go to the Gemba (See the Real Work)

- **Objective:**
 - Observe the actual work environment and identify key influencers and challenges.
- **Key Message:**
 - Lead the real team, not just the one on paper.

Step 4: Spot Strength Gaps & Low Points

- **Focus Areas:**
 - Distinguish between stabilizing and destabilizing team members.
- **Key Elements:**
 - Assess standards, consistency, ownership, and communication.

Step 5: Place the Right People (The Catalyst Move)

- **Objective:**
 - Position influential team members strategically.
- **Key Message:**
 - One right person can transform an entire operation.

Step 6: Shape the Culture You Want

- **Focus Areas:**
 - Foster clear communication, respect, consistency, and team-first actions.
- **Key Message:**
 - Culture is created by what you repeat.

Step 7: Build Momentum With Processes

- **Implementation:**
 - Introduce daily routines, checklists, visual boards, and ownership loops.
- **Key Message:**
 - Predictability stabilizes teams.

Step 8: Track Progress With KPIs That Matter

- **Monitor:**
 - Availability, waste, customer feedback, and productivity.
- **Action:**
 - Review monthly and adjust quickly.

Conclusion

- **Wrap-Up:**
 - Recap the 8 steps and their importance in team stabilization.
- **Call to Action:**
 - Encourage team leaders to apply these steps in their teams.

Additional Resources

- **Offer:**
 - Access to the [Career Glow-Up Toolkit](#) for further leadership development.

