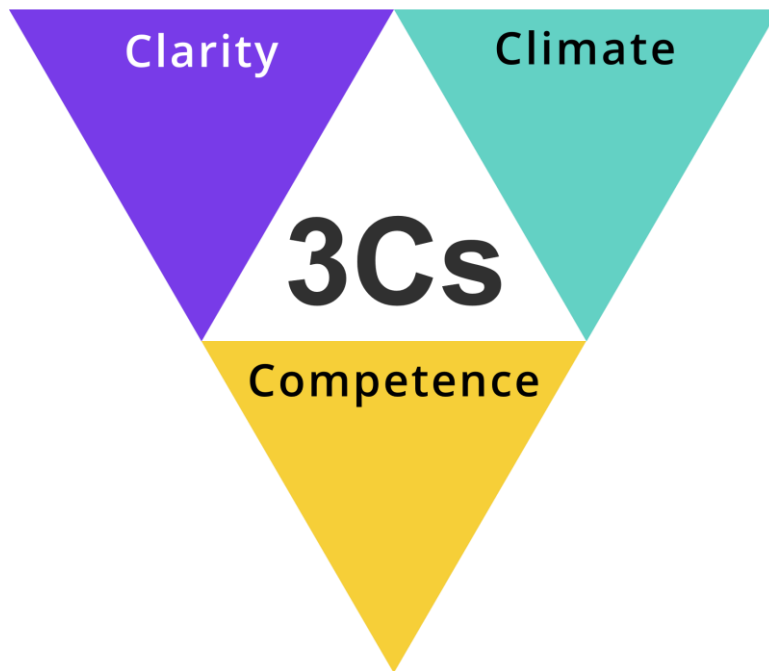


The Conditions for Success



The Conditions for Success or 3Cs™ are a simple and pragmatic way for teams to create high performance. This set of conditions gives leaders and teams a common language to assess, discuss and work together to accelerate the performance of the team.



The 3Cs are underpinned by the philosophy that leadership is a set of skills and behaviors which can be learned and are not specific to role or hierarchy. Anyone in any role can lead themselves and others around them. This democratic view of leadership serves modern organisations where the speed of execution, innovation and collaboration are important to enable leadership at all levels to deliver results in what are often complex matrix organisations.

Unlike many traditional views of leadership, we believe it is the responsibility of the whole team to create the conditions for each other. The leader's role is as an enabler; to role model the leadership behaviours, to champion the team in the organisation, and to facilitate conversations in the team about how they are working together.

Clarity, Climate and Competence



Clarity

- Does everyone (and you) know what they are doing AND why?
- Is it clear how this work aligns to the over-arching goal or mission?
- Do they understand their particular role and tasks?
- Do they know the measures that they will be assessed against?
- Have you checked for understanding as well as merely passing on information?

Climate

There are two aspects to climate:

- the emotional climate or culture of the team – how it treats its members, norms of behaviour, ‘the way we do things around here’; and
- the physical climate – the resources and tools required to do the job – budget, headcount are examples. This is also where we consider the external environment.

Competence

The knowledge and skills to complete the tasks together with the appropriate attitude and behaviour to apply these. The Competence of the leader creates the Conditions for Success for those around them.



3Cs Checklist



Clarity	Purpose Vision Measures Roles Tasks	Do you and your team understand: <ul style="list-style-type: none"><input type="checkbox"/> What they are trying to achieve?<input type="checkbox"/> Why they are trying to achieve it?<input type="checkbox"/> How they will achieve it, their plan or strategy?<input type="checkbox"/> What they are responsible for?<input type="checkbox"/> What they need to develop?<input type="checkbox"/> Their individual role and the roles of others?<input type="checkbox"/> How they will be measured?
Climate	Structure Resource Systems Culture External	Do you and your team have: <ul style="list-style-type: none"><input type="checkbox"/> The right structure and processes?<input type="checkbox"/> The right resources?<input type="checkbox"/> A culture of trust, transparency and openness?<input type="checkbox"/> An environment which encourages sharing feedback?
Competence	Leader's example Skills Knowledge Behaviour Attitude	Do you and your team have: <ul style="list-style-type: none"><input type="checkbox"/> The skills and technical knowledge to be successful?<input type="checkbox"/> The right behaviour and attitude to be successful?<input type="checkbox"/> An understanding of what motivates/drives them to succeed?<input type="checkbox"/> The opportunity to learn and develop?<input type="checkbox"/> The right example of leadership to follow?