

TRIPOD of Work

'Managing For Success'

The Context

Employees generally need and want 3 conditions to exist:

1. To be clear about what is expected of them
2. To feel that what they are doing is important and valuable
3. To be allowed to decide for themselves how to get the work done

Using the Tripod of Work to create these Conditions:

Managers need to be able to perform the 3 Tripod of Work management activities effectively.

These activities are:

- **Tasking**
Explaining what needs to be done, by when, to what standard.
- **Trusting**
Entrusting someone with the purposes of the organisation, and then trusting them to use their skill and judgement to do the work.
- **Tending**
Monitoring without interference: attending to what unfolds over time, checking resources, priorities and progress, and picking up early signs of opportunity and risk.

Positive Outcomes associated with the Tripod of Work:

- Effective employee judgement
- A sense of coherence and effective review taking place
- Creates the optimal conditions for flow and engagement
- Employee empowerment, autonomy, control and self-confidence
- Increased employee willingness to go the extra mile
- Improved management culture and employee experience
- Enhanced employee performance and well-being
- Improved ability to manage in an agile work environment

Implementing the Tripod of Work:

BSA offers:

- Tripod of Work management / leadership workshops
- Work Relationships Appreciation (WRA)
- The Flow and Engagement Survey

OTHER BIOSS SA PRODUCTS AND SERVICES:

CPA, MCPA, MCPA-SCAN, IRIS, LPA, ORA, WRA, ELDI 360, PsyMetrics, Genie, Nature of Work Reviews, Psychometric Assessments, Organisational Design, Flow and Engagement, Talent & Structural Analytics, Organisational Mapping, Mode Plots, Talent Pool Charting, Capability Balance Sheet, Assessment Centres, and Competency Design

Dates, prices, and training requirements can be sourced by contacting the Johannesburg office on +27 (0) 11 450 2434 or emailing info@bioSS.com.

For more information or a free consultation please contact info@bioSS.com or call 011 4502434.

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