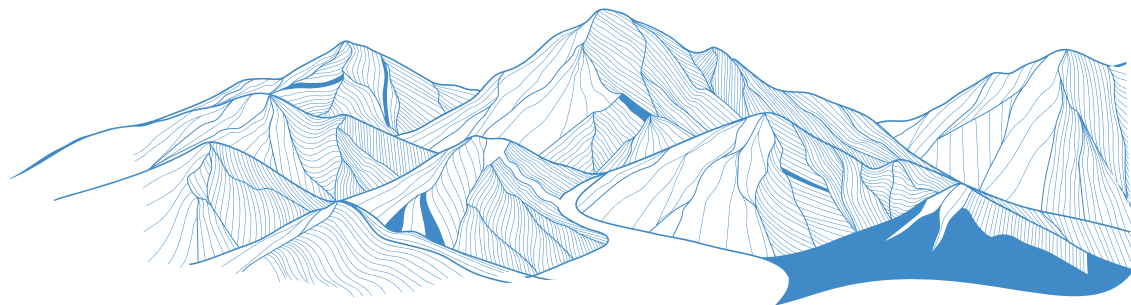


My World of 2022

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IMPRESSUM

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We are delighted to present you this year's handbook as a source of reflection, inspiration and planning for your next weeks / months / year. This time we have included a development path for your individual perspective as well as our newly developed team performance model. So you might consider to have a look at both levels, using the results of our Global Survey as inspiration.

Our recommendation:

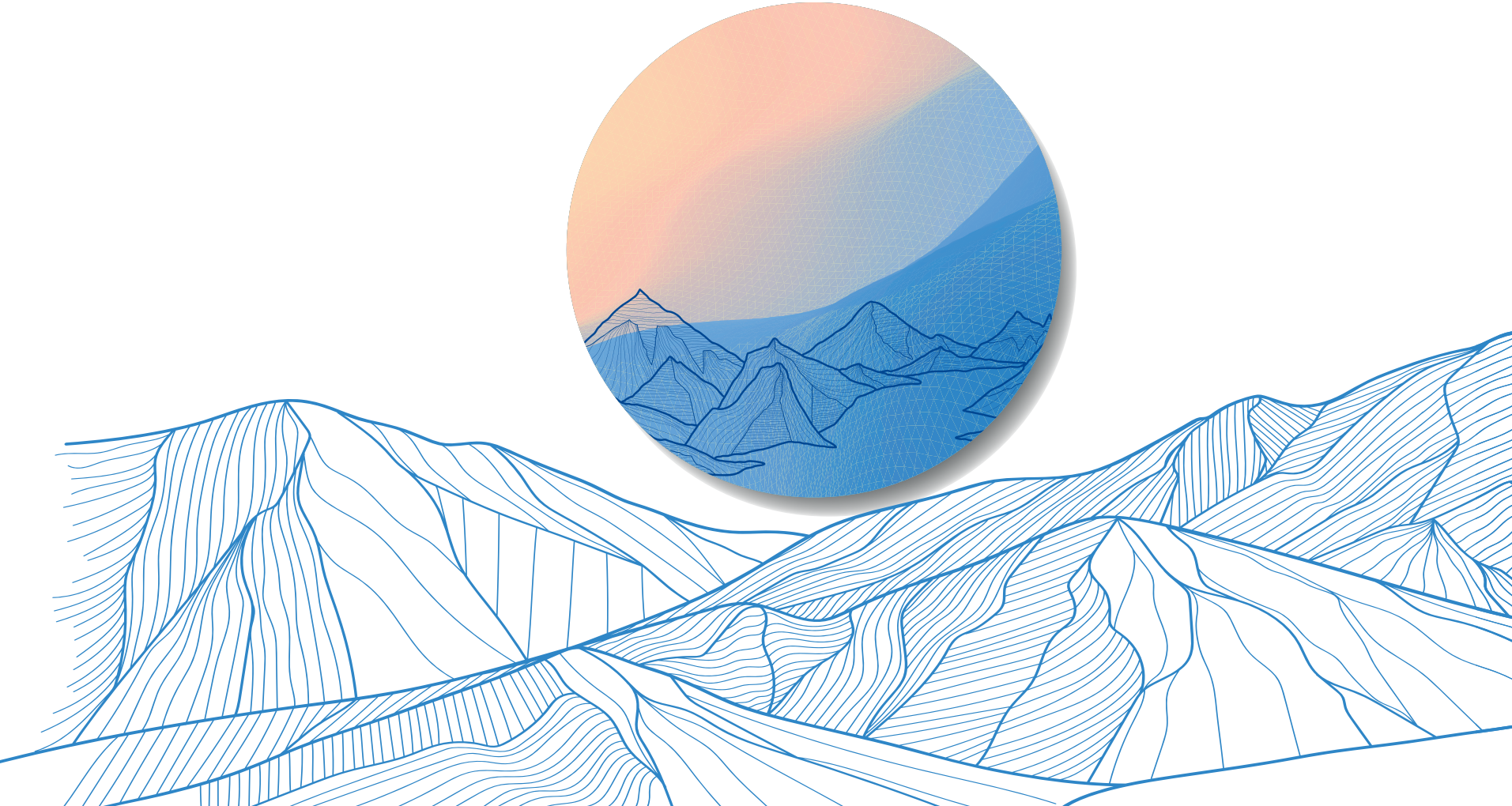


Take the handbook, find a good place, get yourself a nice drink and start working through the different aspects. Having done that, think of an appropriate review frequency for yourself and your team. Alternatively you can take it as a basis for a session with your team as well.

With all our greetings and best wishes,

Your Doujak Team



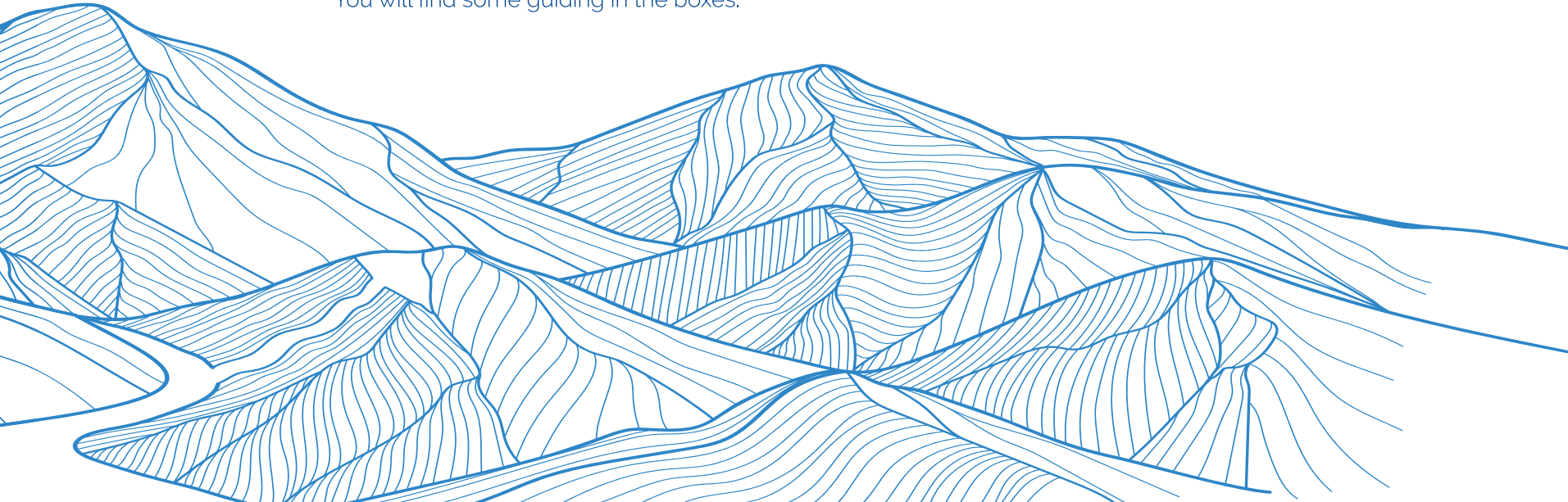


Path of Development *Adapted*

This is an invitation to create your own path of development.

We have asked international managers and consultants on their views of 2022. Have a look at the results and get inspired for your own orientation. Find yourself a good place for designing your own path.

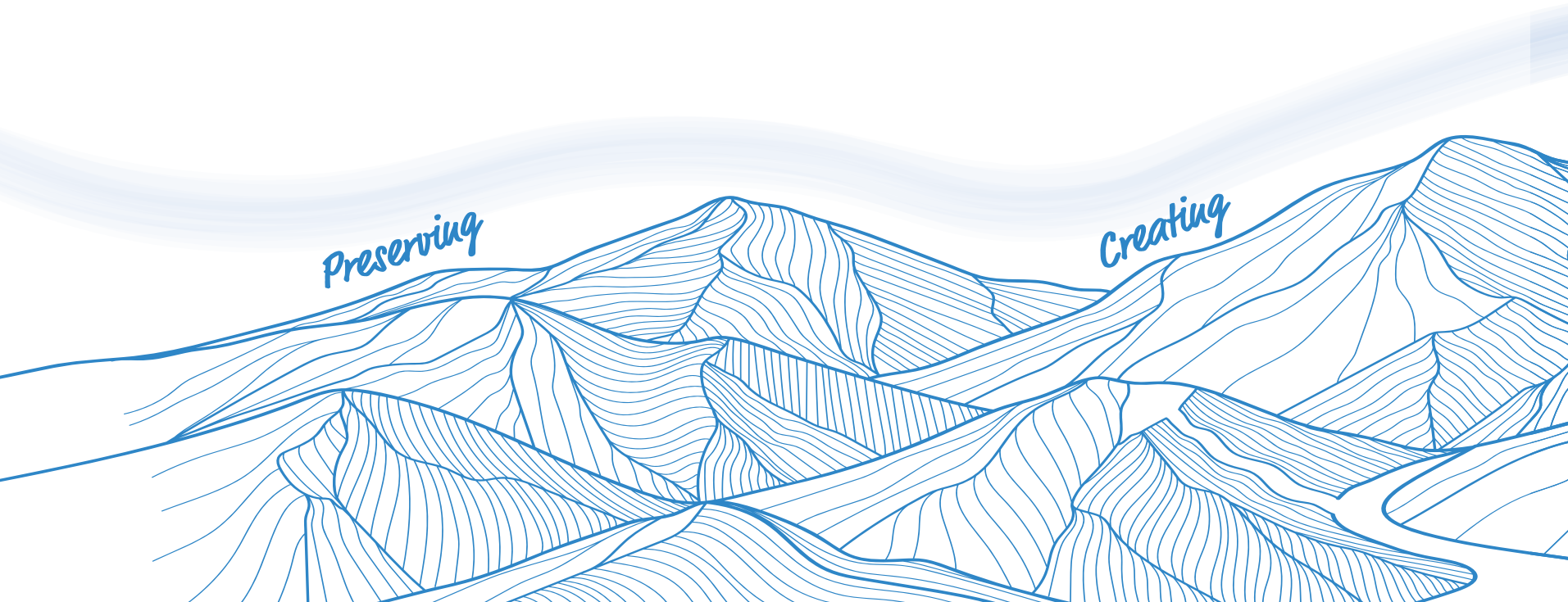
You will find some guiding in the boxes.



*What brought me to 2022?
My most important skills*

Preserving

Creating





Accepting

Eliminating

My priorities for 2022

Which of my strengths do I want to maintain and improve?

Which new strengths do I need to develop or add ?



My Notes



My Notes

Preserving



Creating



*I can't change everything. Being wise with myself:
Is there something I simply need to make peace
with or delay?*



—My Notes

Accepting



—My Notes

Eliminating



*What am I going to eradicate or
at least, reduce?*

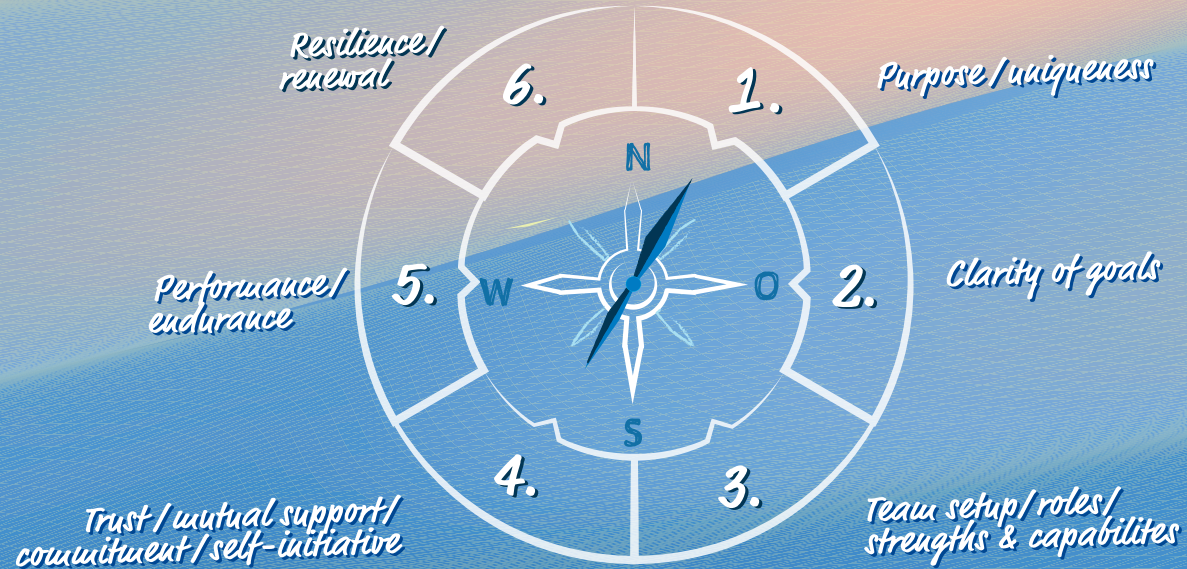


Team Performance Compass

If we consider organization as "Team of Teams", it is very obvious, that consistently further developing the performance of our teams is key.

Which of these elements are most important for the further development of your leadership team?

This is an invitation to create your own team performance compass.



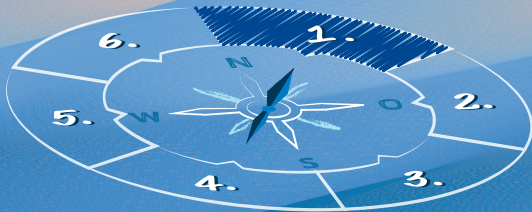
Purpose / uniqueness

Leading questions:

How do we define the purpose of our team?

What is our contribution to the success of our company?

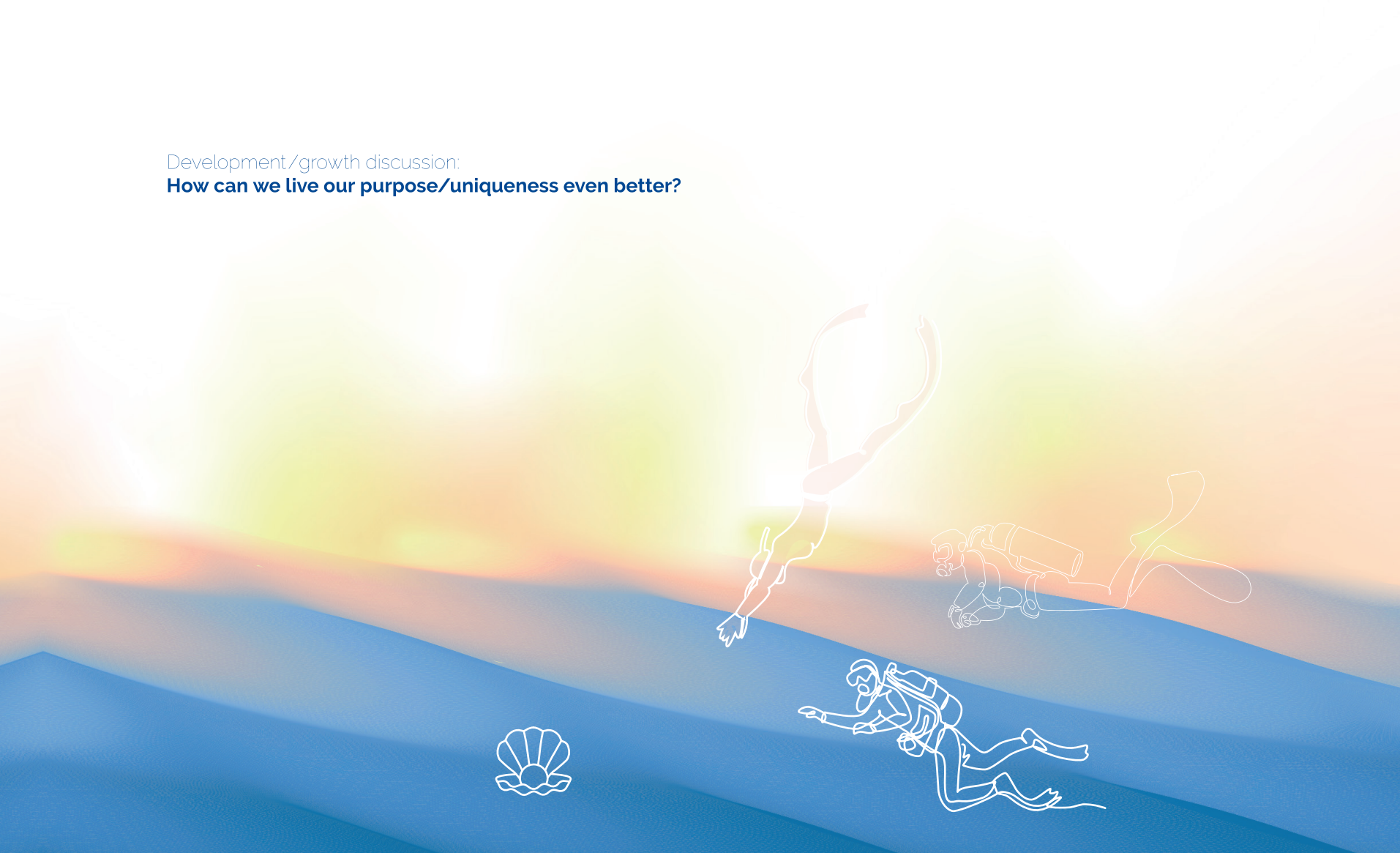
What makes us "indispensable" and "part of the business" for our stakeholders & colleagues?




—My Notes

Development/growth discussion:

How can we live our purpose/uniqueness even better?



Clarity of goals

Leading questions:

What are our main goals for the upcoming months?

What do we need to achieve until ... ?




— My Notes

Development/growth discussion:
How can foster/keep our goals aligned?



Team setup/roles/strengths & capabilities

Leading questions:

Team setup: how “strong” is our set up in terms of knowledge, decision power, networking & user insight?

Roles: What do we expect from each other?

Team processes: how efficient do we manage our team?



Development/growth discussion:

How can we strengthen our team setup, roles and team processes?



Trust/mutual support/commitment/self-initiative

Leading questions:

To which extent does everyone on our team feel psychologically safe and trusted?

Do we experience "flow" and "mutual support" in our interaction?

How well do we resolve conflicts?

How well do we live commitment?



Development/growth discussion:

How can we strengthen our team “climate” (all aspects mentioned)?

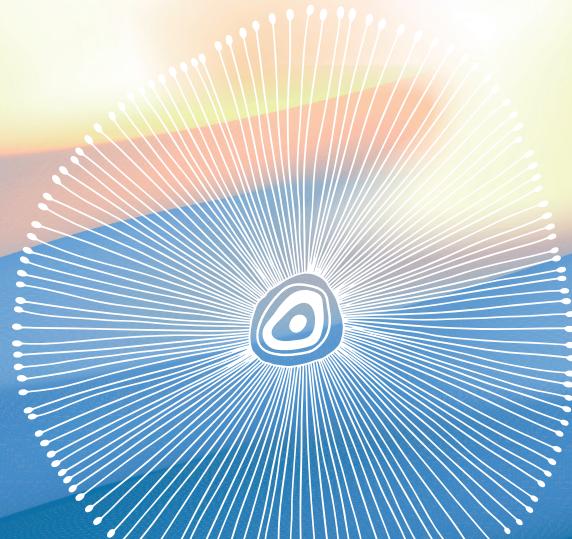


Performance / endurance

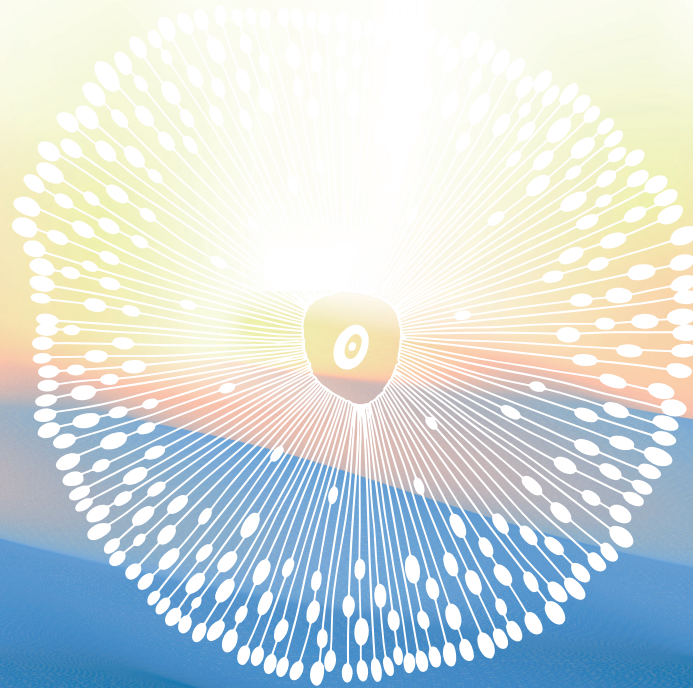
Leading questions:

What are our main goals for the upcoming months?

What do we need to achieve until ... ?



Development/growth discussion:
How can foster/keep our goals aligned?



Resilience/renewal

Leading questions:

Which (external) influences/obstacles/challenges do we need to overcome? Where do we need to act resiliently as a team?

In which areas do we need „renewal“ (ie re-designing our team)?



Development/growth discussion:

How do we build/foster our resilience as a team?

