



REMOVE BARRIERS



3. REMOVE BARRIERS
Our leaders proactively remove barriers to performance. - We do all we can to assist our workforce to deliver

WHY THIS IS A PBS LEADERSHIP FUNDAMENTAL?

Effective leaders empower their teams by proactively identifying and removing obstacles that hinder performance. Barriers can come in many forms, such as outdated processes, lack of resources, or unresolved team dynamics. By addressing these issues, leaders create an environment where individuals can thrive, contribute more meaningfully, and reach their full potential. Removing barriers is a cornerstone of fostering productivity, engagement, and morale.

GUIDANCE TO SUCCEED

- ✓ **Listen Actively:** Be attentive to the concerns of your team. Regular check-ins and open discussions help reveal issues that may not be immediately visible.
- ✓ **Distinguish the Source:** Separate systemic issues from individual challenges. This ensures a targeted approach to solutions.
- ✓ **Swift Action:** Address inefficiencies as soon as they are identified. The longer a barrier persists, the greater the impact on performance.
- ✓ **Create an Open Culture:** Encourage team members to voice challenges without fear of judgment. A transparent environment leads to quicker solutions and fosters trust.

TACTICS TO REMOVE BARRIERS

- Team Check-ins:** Regularly ask, "What's getting in the way of success?" to invite conversation and uncover barriers.
- The 5 Whys:** Use this technique to dig deeper into root causes. Asking "why" five times helps identify underlying issues that are not immediately obvious.
- Resource Allocation:** Ensure your team has the tools, training, and support they need to succeed. Invest in resources that remove friction points.
- Empower Solutions:** Encourage team members to identify solutions to barriers they face. This not only helps solve problems faster but also builds a sense of ownership and accountability.

