

Self Mastery

Managerial Effectiveness

Market Readiness

Capacity Building

Value Creation & Value Capture

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Self- mastery

Why
Leadership

Reframing
Vision for
Execution

Mental
Fitness

Wealth
Concept

Persuasion
Techniques

Intro to
Org.
Anatomy

Performance Management

Organizational Level | Operational Level | Individual Level

Key Components of Performance



Financial Performance



Marketing Performance



Operational Effectiveness



ESG Performance



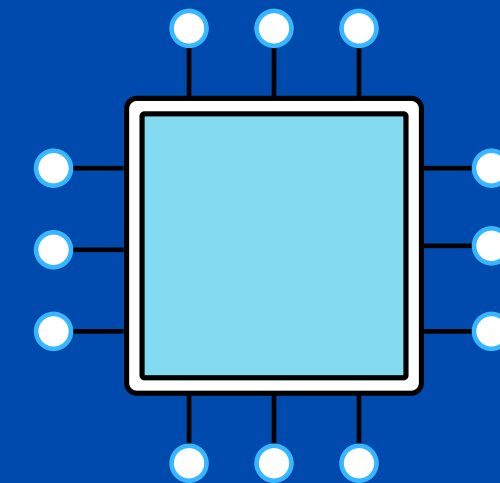
Strategic
Alignment



Leadership



External
Environment

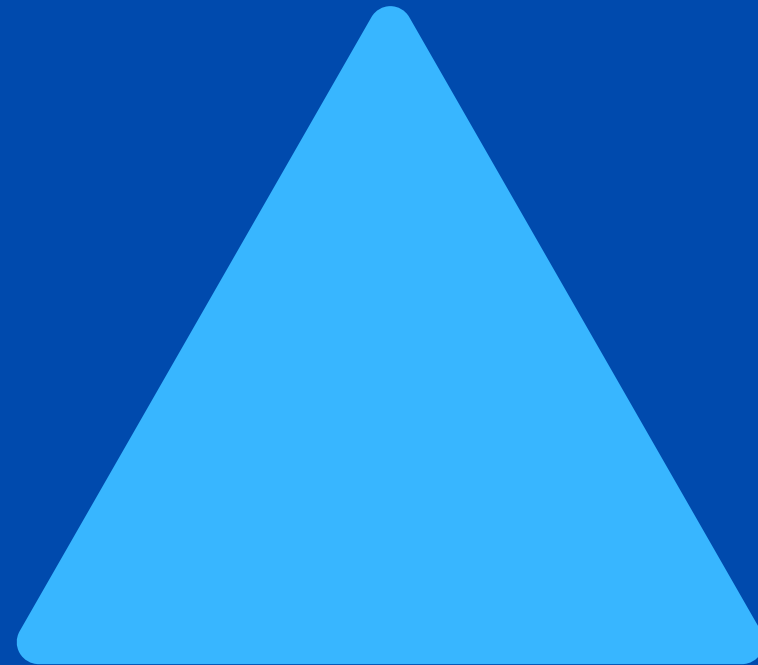


Technology

Performance
Drivers

Organizational Anatomy

Structure
(Skeleton)

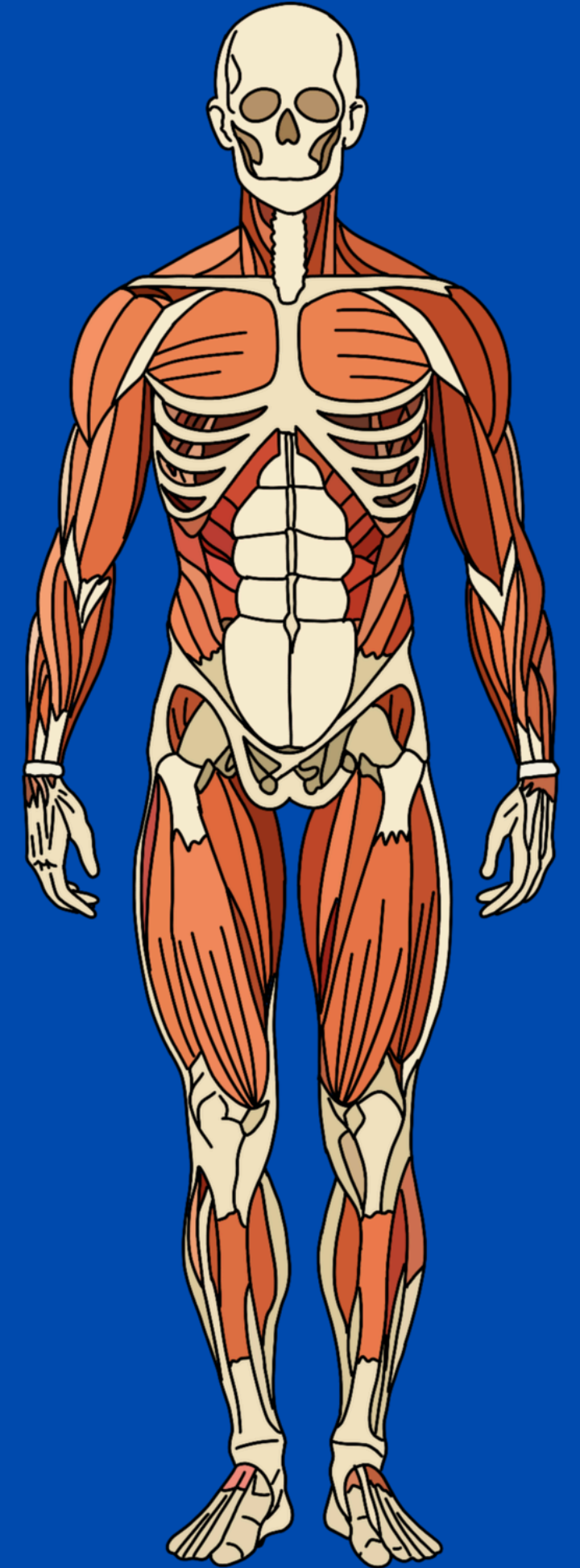


Processes

(laws, policies – The
nervous system)

People

(Culture, Competences
– Heart & Mind)



Org. Structure

Strategic Decisions

CEO/MD

EXCO

Operations

LEADS

EXECUTION

SUPPORT

B. Dev

Projects

HR/Fin/HSE/Supply
Chain

RACI Matrix

Avoid Confusion | Speed Decisions | Cross-functions

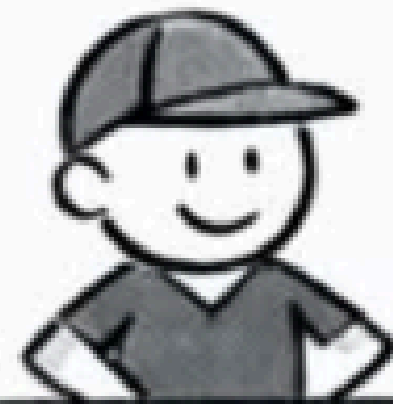
RACI MATRIX

Clarify Roles & Responsibilities

Who does what?

What RACI stands for:

- **R** – Responsible Does the work
- **A** – Accountable Final decision
(Only 1 "A" per task)
- **C** – Consulted Gives input
- **I** – Informed Kept in the loop

Simple Example:

	Engineer	QA	Manager
Design Process	R	C	A
Run Test	C	R	I
Approve Release	I	C	A

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