



# Leader Standard Work & Basic Needs of the Team

*Survival      Love Belonging      Power Competence      Freedom Independence      Fun*

<b>HUDDLE</b>					
<b>1-ON-1</b>					
<b>GEMBA WALK</b>					
<b>ANDON</b>					

### *The Huddle...*

... is a daily meeting that is held for no more than 20 minutes with everyone standing. The leader begins the first few to establish the pattern, then rotates leadership of the meeting. No problems are solved here- only identified. Watch body language and patterns of behavior.

### *The 1-on-1...*

...is a weekly private meeting. No evaluations except self- evaluation. The leader speaks about 10 % of the time with well- crafted, open- ended questions. This is about the team member.

### *The Gemba Walk...*

...is going where the work is done for observation, asking questions and watching for problems. Problems are treasures!

### *Andon...*

...is a system created in which anyone in the organization can identify and bring up a problem. The one who identifies a problem is just as laudable as someone who solves it.

Take some time to think deeply about how the environment we create as leaders can facilitate effective and responsible need- satisfying behaviors in each of these four Leader Standard Work events.