

“RIDE THE WAVE”

Seminar 2.
Leadership &
7 Sub-factors
for lasting
Success

SEARCHING FOR THE “GRAAL”:

THE VERY ONE STRATEGY
WHEN THE EXPONENTIAL
IS THE ONLY OPTION
AND THE WINDS OF RADICAL
CHANGE CREATE TSUNAMIS
SPELLING OPPORTUNITY

THEN THE NEW BIG THING
IS COMING...

TAKE OFF STRATEGIES

Many black swans, lethal risks and your company is at a strategic inflection point

Organizational Advisors isn't the right solution. Exponential development Consulting (10X) is missing, testing ideas/business models, blitzscaling. Simply maintaining your position is a death sentence. In these situations "only the paranoid survives" Andy Grove. **Act non linear...**

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DARE TO DREAM

Disclaimer

This is ONLY a seminar on micro-entrepreneurship but it isn't for everyone.

1. If your family need monthly the support of your salary and depends on you it is better to sacrifice temporarily the vision of micro-entrepreneurship for the sake of your family.
2. If you don't understand that success isn't the only probability. Odds are against you.
3. If you believe that success is easy and fast.
4. Success comes from execution . Any idea isn't enough
5. Wishful thinking is death sentence for new entrepreneurs

**WE DONT ADVISE ANYONE TO BE ENTREPRENEUR.
YOU KNOW YOURSELF AND YOUR
CIRCUMSTANCES. ONLY YOU DECIDE. THIS
SEMINAR IS ONLY FOR EDUCATIONAL PURPOSES.
ANYONE WHO DARE TO TRY ENTREPRENEURSHIP
HAS THE FULL RESPONSIBILITY!!!**



INTRODUCTION

**Leadership
and
7 Sub-factors.
The
road
to
sustainability**

THEORETICAL BACKGROUND

Ongoing successful business:

- Why do successful businesses fail?
- Fundamental Parameters of continuous success



Appraisal situation

- **Modern Environment:**
constantly changing,
becoming competitive,
uncertain, demanding.
- **Leadership:**
key to lasting success







PART 1 STEP:

The consistently successful business



Business success is usually short.

The difficult thing is not to succeed, but to remain successful for long time period..



Why do successful businesses fail?"

CAUSE:

Arrogance

Inaction

**Persistence in established perceptions
that have been successful in the past**

Lack of capacity for change

Lack of competent successors

How businesses remain consistently successful?

- understand the challenges of the environment,
- respond to them with new logics and approaches,
- adapt in time to changes,
- create the rules and developments of the game.



Fundamental parameters of lasting success.

1. Fundamental Ideology,
2. Strategy,
3. People,
4. Structures and Processes,
5. Systems and Technology,
6. Culture,
7. Organizational Learning



1. FUNDAMENTAL IDEOLOGY.

consists of a social duty that entails profits.

consists of a number of timeless values,

constitutes the heritage and identity of the company,

remains constant in the changes of the environment



2. STRATEGY

Strategies that lead to lasting success should focus on a desired future and not be bound by the past, be based on fundamental, unrivaled corporate skills, be constantly updated through innovation

3. PEOPLE

Top management has as a strategic priority the management of human resources.

The right people are a rare strategic resource for a successful business

PEOPLE

Suitable people are not talents. They are those who have a character that fits the culture and ideology of the company, have knowledge and skills, strong will to be good professionals and achieve maximum returns



PEOPLE

The business must create an environment that attracts and retains the right people, releases, develops and utilizes their potential.





Such an environment requires appropriate policies and systems for recruitment, evaluation, training and development, rewards, and internal communication.





PEOPLE



people mobilize and give their best when their contribution is recognized, there is decent and fair treatment, there are good human relationships, they strive and hope to reach a better future, they are constantly evolving





PEOPLE

**they feel their work
interesting and important,
they feel proud of what they
do and the business they
belong to.**



4. STRUCTURES AND PROCEDURES

Structures and procedures clarify who does what, who is hierarchically responsible for what, who decides what, who refers to whom.

STRUCTURES AND PROCEDURES

Contribute to effective and timely decision-making, to effective planning and control, to the utilization of resources and people, to coordination, to monitoring the environment, to customer service

STRUCTURES AND PROCEDURES

Continuous success requires minimal hierarchical levels, simple and non-bureaucratic procedures, customer and market oriented structures, organization to ensure flexibility, speed, adaptability, organizational learning, innovation, empowerment of people

5. SYSTEMS AND TECHNOLOGY

Systems for the efficient operation and management of the business: information, planning, control, human resource management, targeting, performance measurement.

SYSTEMS AND TECHNOLOGY

**Ability to acquire and
utilize modern technology
based on strategy and not
fashion**

6. CORPORATE CULTURE

Definition is a system of commonly embraced values, beliefs, principles, meanings that determine how people think and behave. Identifies so correctly what is right and what is wrong, what is important and what is insignificant, what is appropriate and what is inappropriate

CORPORATE CULTURE.

Lasting success requires elements of culture to be strengthened. Continuous learning, continuous improvement and change, teamwork, entrepreneurship, competitiveness, responsibility, competition.

Corporate Culture.

Competitive advantage.

**Shaping
or
changing
of
culture**



7. ORGANIZATIONAL LEARNING AND CHANGE.

Competitive advantage the company's ability to learn, to adapt, to change faster than its competitors. Learning is a constant change in the way of thinking and behavior of the individual or the company. Organizational learning the company acquires new knowledge, which is integrated in its organizational memory.



ORGANIZATIONAL LEARNING AND CHANGE

This new knowledge affects how the business thinks and operates, strategies, policies, systems, structures and processes, methods, products, relationships with the environment.



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ORGANIZATIONAL LEARNING AND CHANGE

Condition of organizational learning and progress. Business ability to plan and implement change. Effective confrontation of resistance to change, Continuous monitoring of internal and external environment, Effective management and Leadership of change.



Are these 7 parameters enough?

Parameters are not enough for lasting success

Because the following questions have not been answered:

"How do these 7 parameters come about in a business?"

"Who is responsible for their creation?"



Answer: the Leadership Catalyst

**8th parameter
(source for creating 7 parameters)**

LEADERSHIP

DNA of Continuous Success

PART 2 LEADERSHIP OF CONTINUOUS SUCCESS.

Leadership: is the exercise of influence of one person (leader) over other people, so that they voluntarily and willingly follow it and give their best to achieve goals, for progress and for a better future.



**Leadership ≠
Management.**

Meanings

Complementary and

Mutually Affected

Leadership:

**concerns the mobilization &
mobilization of people
to create a better future**

Management:

**concerns the effective management
of resources for short-term results**

LEADERSHIP



Questions:

What should the leader achieve? (outflows)

What should the leader do and how to achieve what he's supposed to do? (process)

What must the leader have in order to be able to exercise effective leadership behavior and achieve what he's supposed to do? (inputs)

How are leadership skills, leadership characteristics and leadership developed in practice?

What the leader must achieve

PEOPLE

Commitment - Mobilization

Confidence

Satisfaction

Development

CUSTOMERS

Quality - product cost

Quality of service

Satisfaction

Relationship of trust - faith

SHAREHOLDERS

Profitability

Development

Transparency - good management

SOCIETY

Social contribution

Social responsibility

**Contributing to prosperity,
in culture, in cohesion**

ORGANIZATION - BUSINESS

Corporate Capacities

Competitiveness

Ability for lasting success

PROCEDURE

Achieving the previous results requires the exercise of effective leadership behavior

The effectiveness of leadership behavior is determined by two components:

a) from its content: roles & functions

b) by its character

What should the leader have?

LEADERSHIP EXERCISES ABILITIES ROLES

Motivation of partners
Partner support
Team development
Implementation - execution
Coordination
Customer service
Culture development
Human development
Personal development
Strategy development
Innovations
Development of a network of collaborations

PROFESSIONAL SKILLS

Related to the profession-specialty

CHARACTERISTICS PERSONALITY

Motivation, vision
Values - I believe
Focus - persistence - discipline on
achievement of results - goals
Confidence, courage, bravery
(tea)

META-CAPACITIES

Systematic thinking
Creative decision making
Contact
Emotional Intelligence
Ability to manage change

THE DARK SIDE OF LEADERS

**Many Leaders are derailed
due to arrogance and the
"dark side" of positive traits
& abilities. (A male syndrome)**

Fundamental ideology

Vision

Long-term goals

Strategies

Size

etc.

Create a framework

**Adaptation of culture,
of structures, systems,
so that**

**to facilitate,
to support,**

**to be supported
and**

**strengthened
the exercise**

of leadership

LEADERSHIP PROCESS FOR DEVELOPMENT IN PRACTICE. STRATEGIC DATA OF BUSINESS

**Control of her exercise
Leadership in practice**

**Evaluation
360o feedback
Climate research
environment
Competition
Complexity
Uncertainty
Globalization etc.**

Leadership modeling

Leadership

Leading characteristics

**Design & implementation
of program
leadership development**

**Educational programs
Counseling - guidance
Assignments
etc.**

EPILOGUE

An ever-successful business is not built with plans implemented within predetermined time limits

Requires a continuous, systematic and disciplined effort by the leaders executives of all hierarchical levels

It requires the creation of a virtuous circle, in which effective leadership will lead to consistently successful business and the latter in turn to effective leadership.

To achieve this requires a good understanding of all the concepts and principles mentioned, and above all, the acceptance and belief in them, the strong will, systematic effort and self-discipline of each executive to implement and continuously improve

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