## **COMMUNITY**

Collaborative communities of practice Culture & competency development

### **KNOWLEDGE**

Knowledge management Search & reapply

### **CAPABILITY**

Learning & Intellectual Development

### **COLLABORATION**

Connection with Family and Friends

- Ask questions that deepen your understanding of others
- Be a patient listener
- Apprentice yourself to someone you admire

## Leaders

Sees potential
Builds commitment
Trustworthy
Caring
Patient Listeners
Participative

## COLLABORATE

DO THINGS THAT LAST

### Leaders

Visionary dreamers Clever Optimistic

Enthusiastic

Expressive

Big-picture thinkers

### **INNOVATION**

Futuring & scenario planning Diversified radical experiments

## **GROWTH**

New market speculation Greenhouse funds

### **CREATIVITY**

Aesthetic Vision & Artistic Expression

### **DISCOVERY**

Psychological & Spiritual Development

- Keep a creative ideas journal
- Travel to unfamiliar places
- Hold spontaneous brainstorming sessions

# **EFFICIENCY**

Lean manufacturing Supply chain innovation

## **QUALITY**

Total quality control End to end IT system

### **SECURITY**

Safety & Savings

### **PRODUCTIVITY**

Lifestyle to sustain success

- Build onto what you already have rather than invent something new
- Establish order and structure

# **CONTROL**

Leaders

Pragmatic

Methodical

By-the-book

Problem solver

Scientific or technical

DO THINGS RIGHT

# COMPETE

**CREATE** 

DO NEW

**THINGS** 

DO THINGS NOW

### Leaders

Goal- & action-oriented Impatient

Assertive Driven

Decisive

Competitive

## **SPEED**

Mergers & acquistions
Rapid action problem solving teams

## **PROFIT**

Revenue insight processes Market adjacencies

#### **VITALITY**

Physical & Emotional Health

### **PROSPERITY**

Financial Well-Being

- Confront your fears
- Play to your strengths
- Simplify your routines





# **Actions**

Search for and reapply best practices
Collaborate with customers
Run focus groups
Mentor and coach
Build balanced teams
Establish shared values
Hire and train lifelong learners
Develop a strong cultural identity

## **Behaviors**

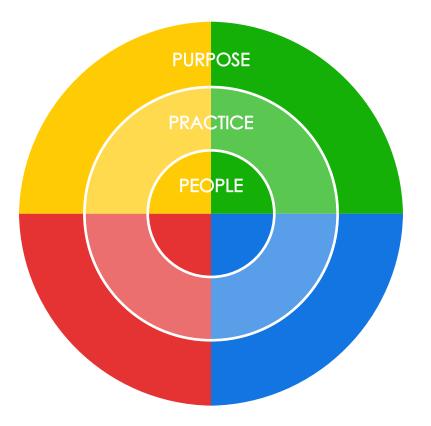
Talk about personal experiences
Tell stories
Express emotions
Put people at ease
Acknowledge the role of intuition

# **Actions**

Improve processes
Benchmark best in class
Remove unnecessary parts
Run simulations
Mine the information
Connect the systems
Reorganize
Work with suppliers

# **Behaviors**

Provide details
Follow the rules
Explain in sequential order
Conform to esprit de corps
Demonstrate how things work



## **Actions**

Create new breakthrough products
Start up a new organization
Brainstorm novel solutions
Forecast the future
Enlist radicals
Spin off an existing unit
Diversify experiments
Build a virtual organization

## **Behaviors**

Look at the big picture
Draw concepts
Use metaphors
Look at the future
Explore how the pieces fit together

# **Actions**

Eliminate unprofitable products & services Merge with another organization Pay-for-performance Build a strong brand Reward strong sales Invest in proven winners Outsource non-essential services

# **Behaviors**

Get to the point and summarize
Be logical and analytical
Critically confront the downside
Show personal ownership
Demonstrate a bias towards action



