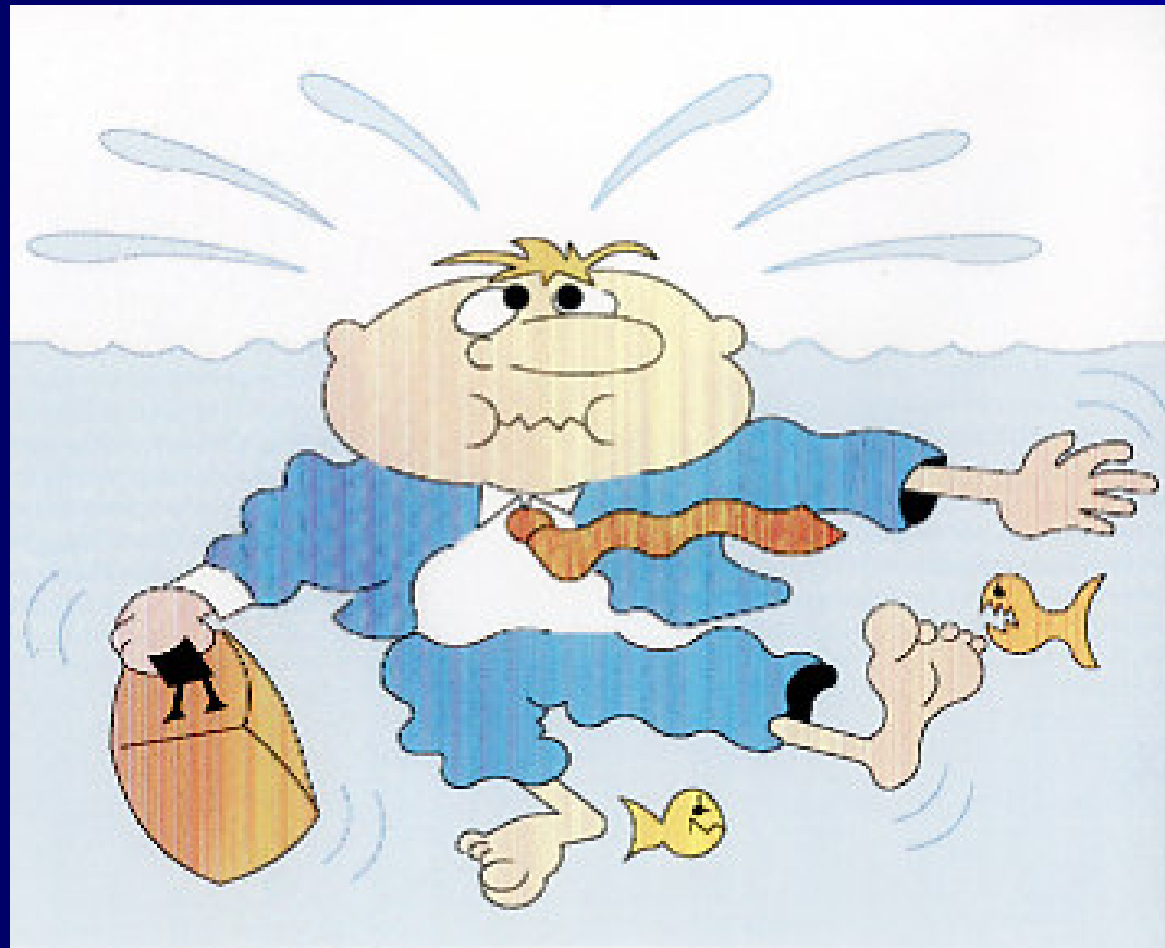


Taking up the Leadership Challenge





**“Till I prove who I am,
there is time enough
to strip off my skin”**



Handling change

| | | |
|--|--|--|
| | | |
|--|--|--|

LOSS



**CHANGE WITHIN
THE SYSTEM**



GROWTH!

Alignment



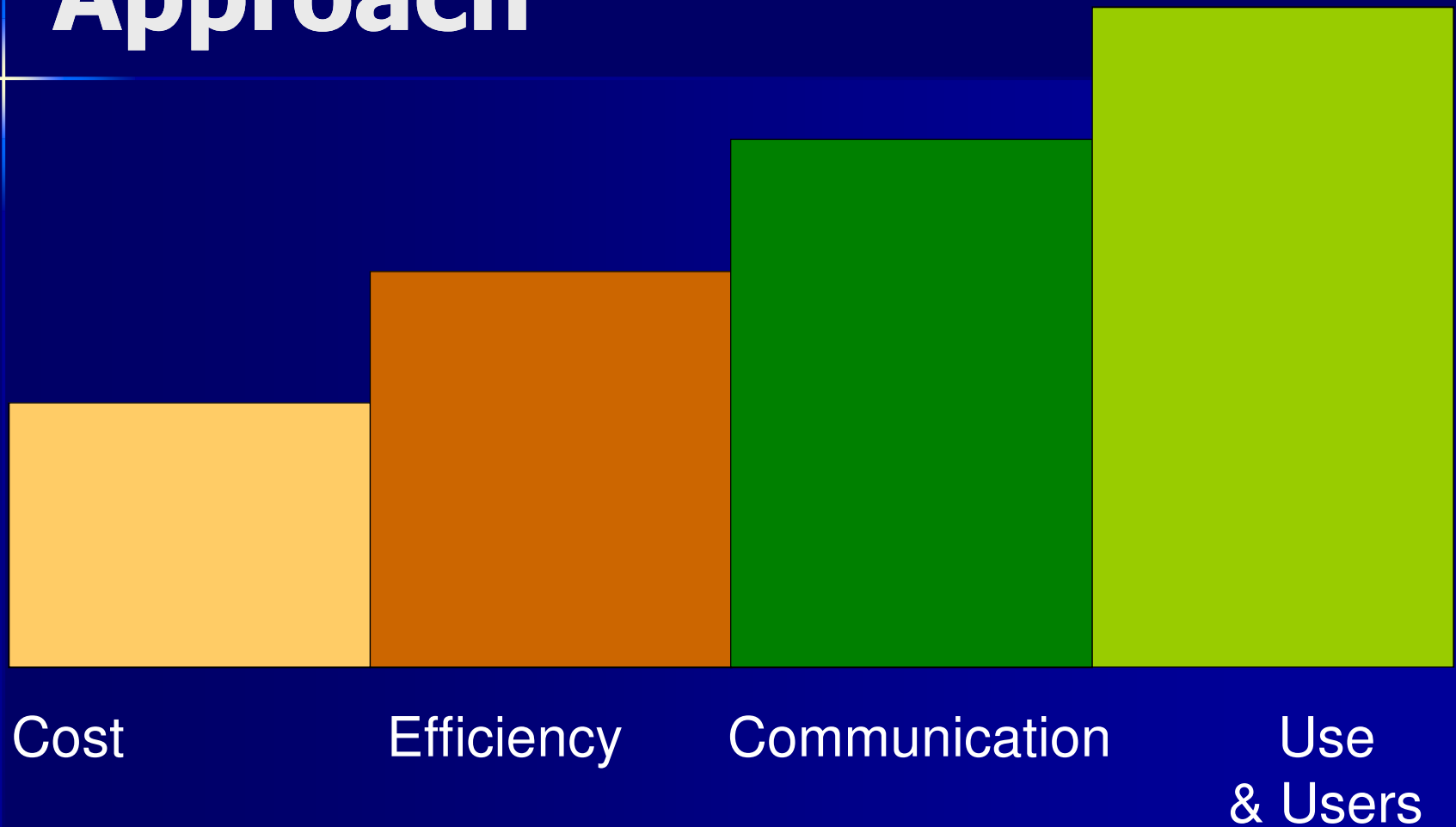
Environment

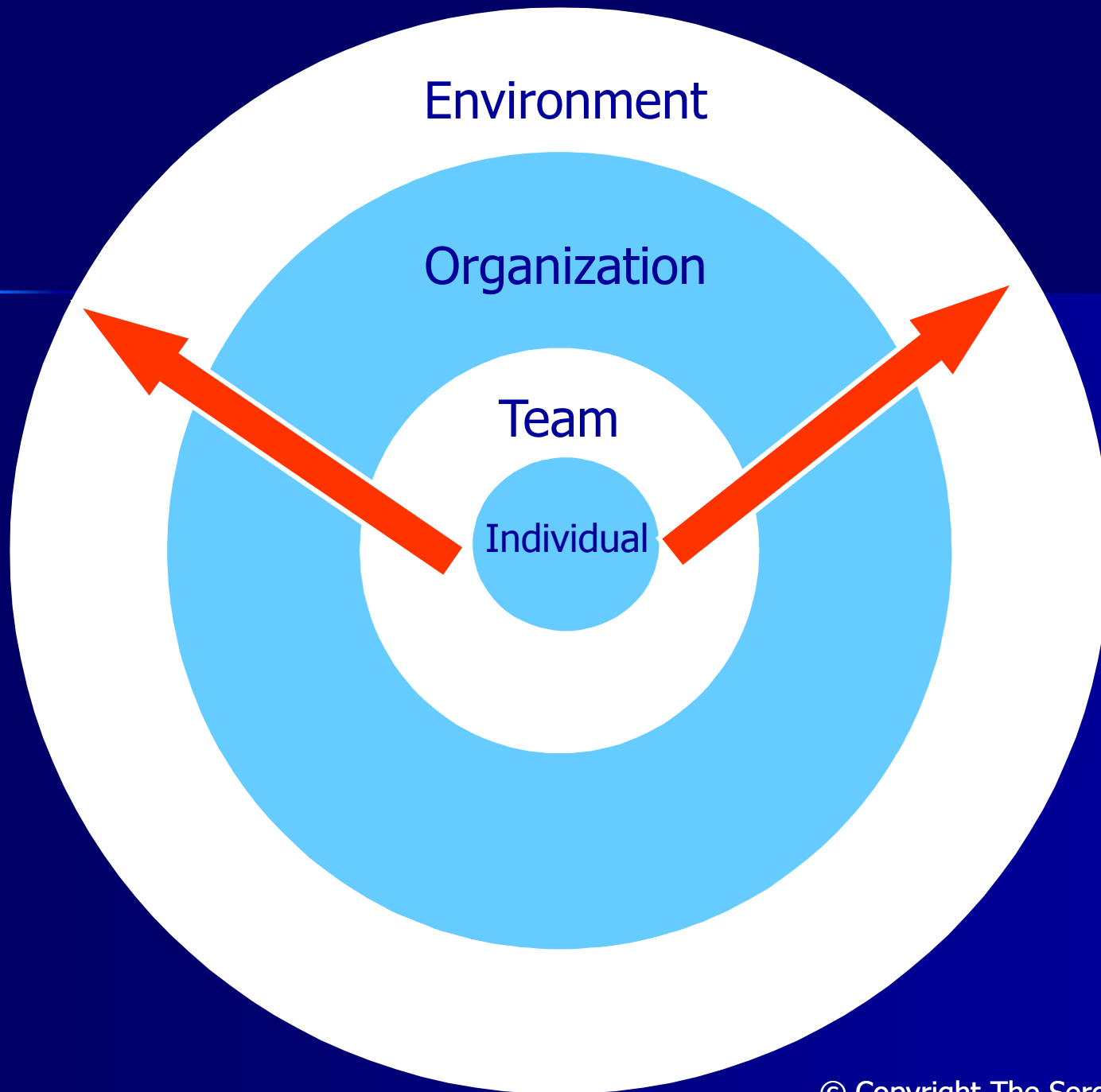
- Chorn

Megatrends

- Industrial → ■ Information society (knowledge capital)
- National → ■ Global economy (regionalisation)
- Centralisation → ■ Decentralisation
- Limited choice → ■ Multiple choices
- Reliance on institutional help → ■ Self-reliance
- ■ Cost of terrorism

A Market-Driven Approach





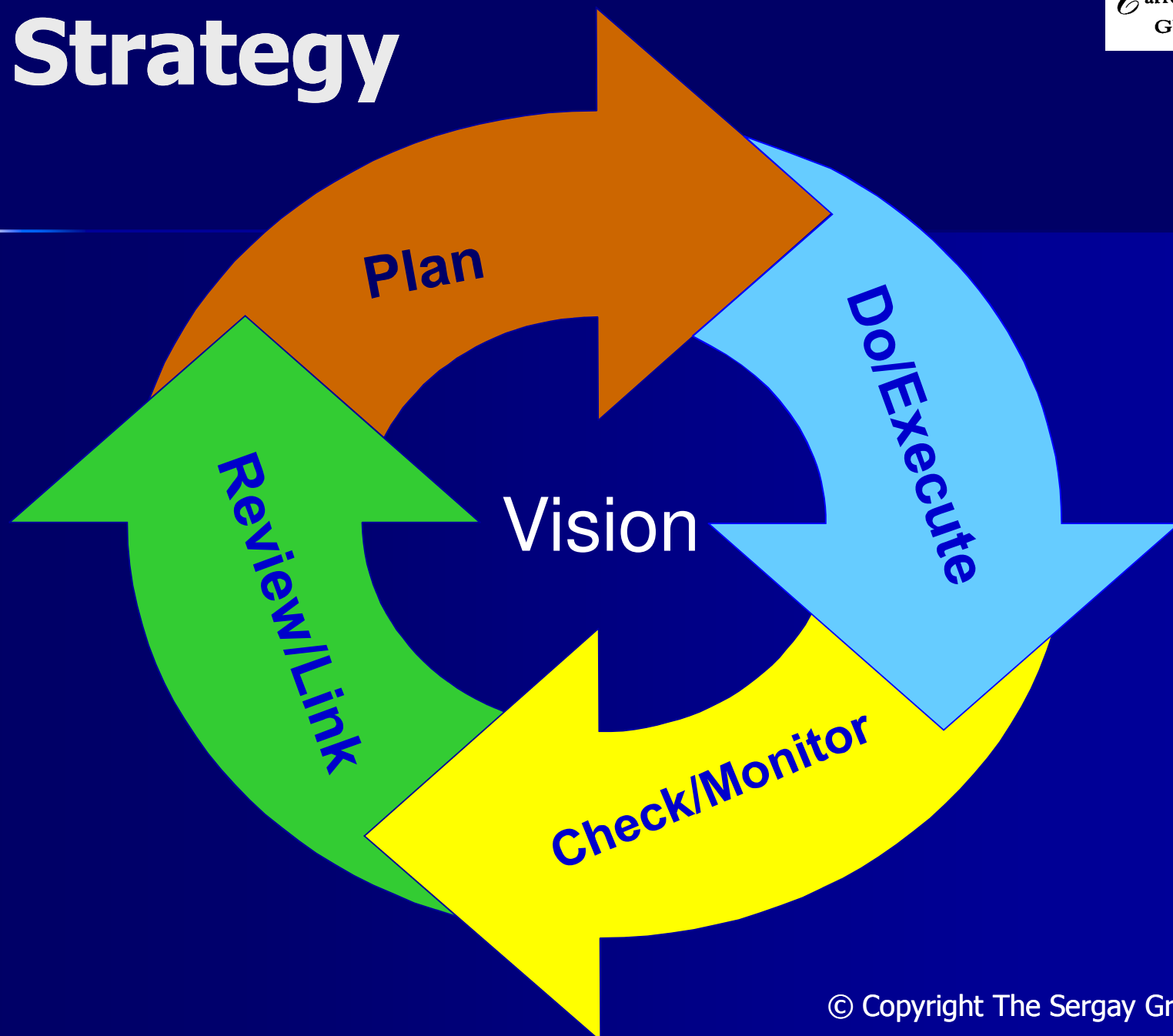
Alignment



Strategy

Environment

Strategy



To Implement

| WHAT (Deliverable) | HOW (Task) | WHEN | WHO |
|------------------------------|----------------------|-------------|------------|
| | | | |

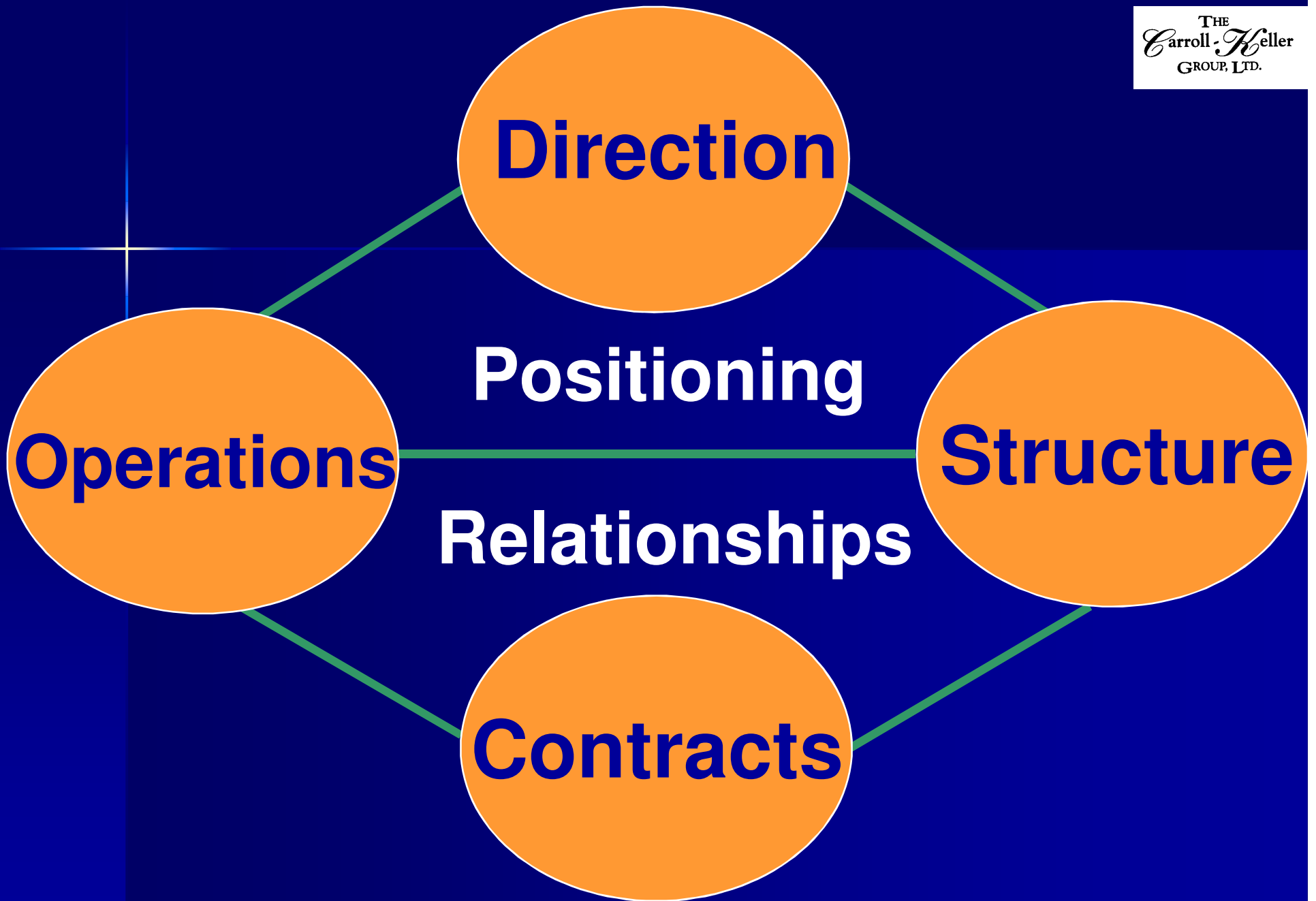
Alignment



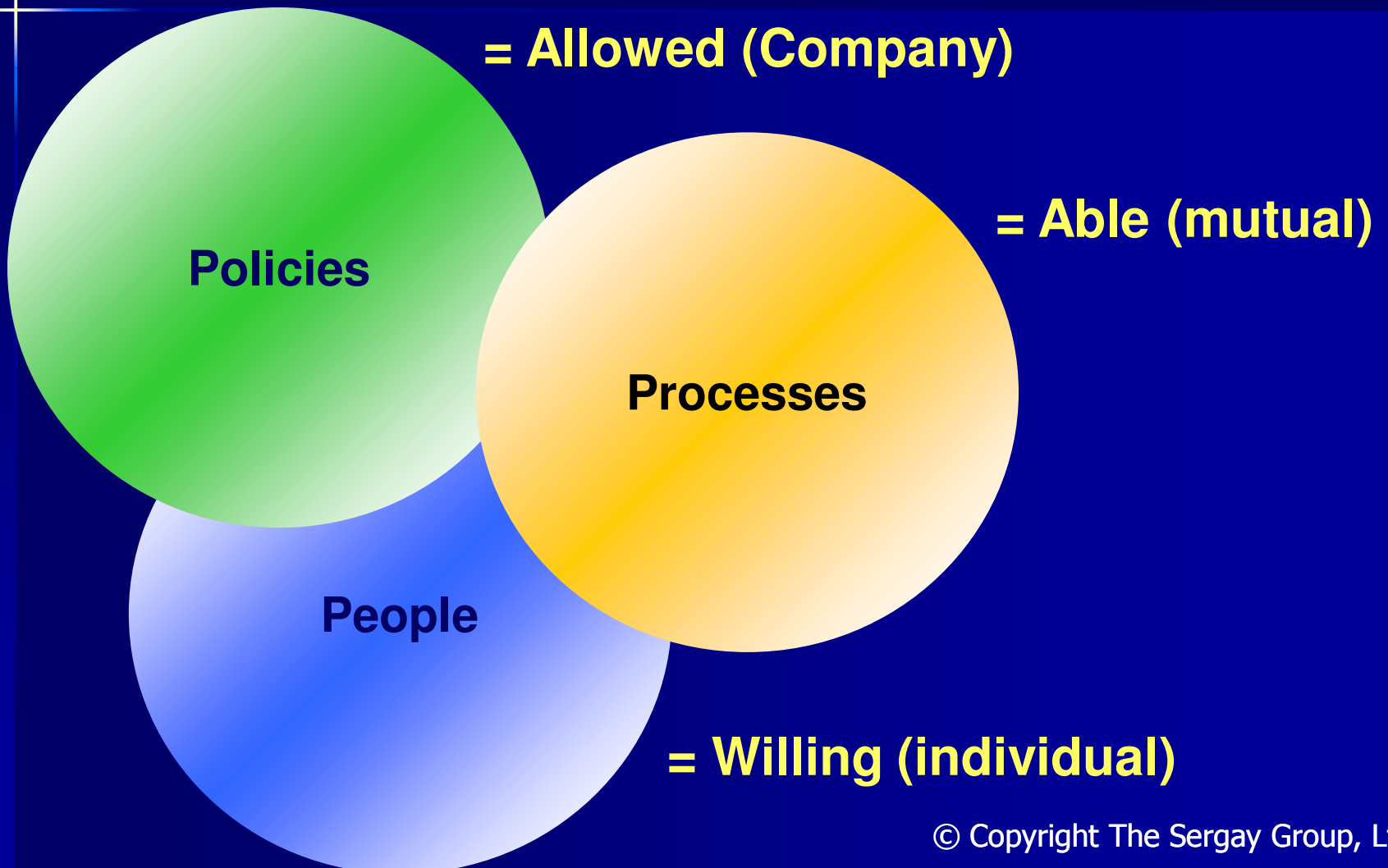
Strategy

Environment

Culture



Empower employees





“To emphasise our commitment to diversity, I’d like to remind everyone that Mr. Denton is eight centimetres taller than the rest of us.”

**“Treat people
as if they were
what they ought to be
and you help them
to become
what they are capable of being”**

- J.W. von Goethe

Inspire Culture

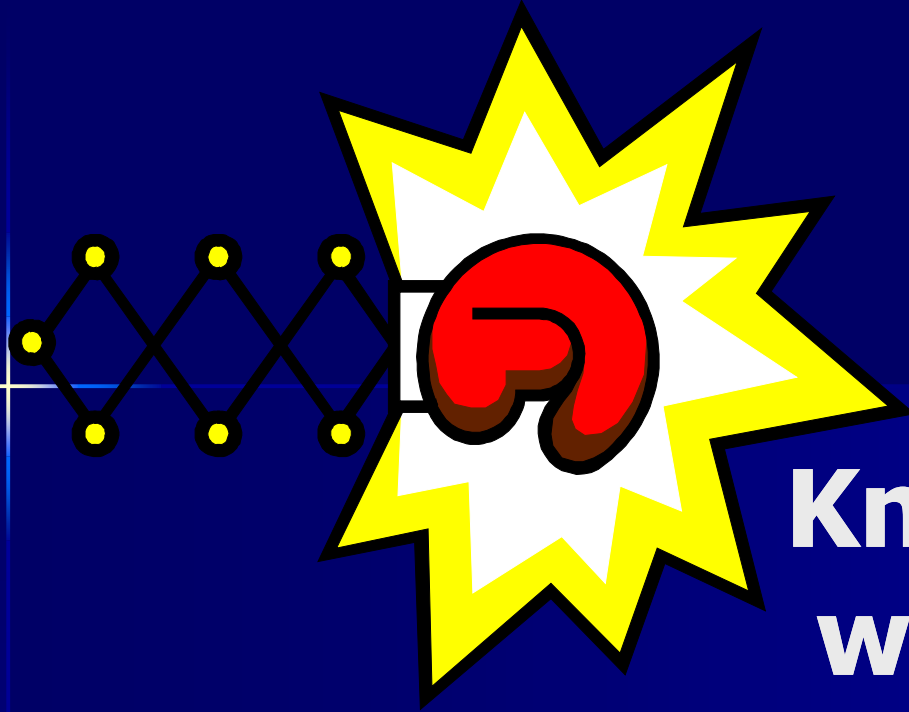
- **Empower employees**
- **Prevent rather than inspect**
- **Consider respect a commodity**
- **Build leadership competencies.**

Alignment



Work with Teams





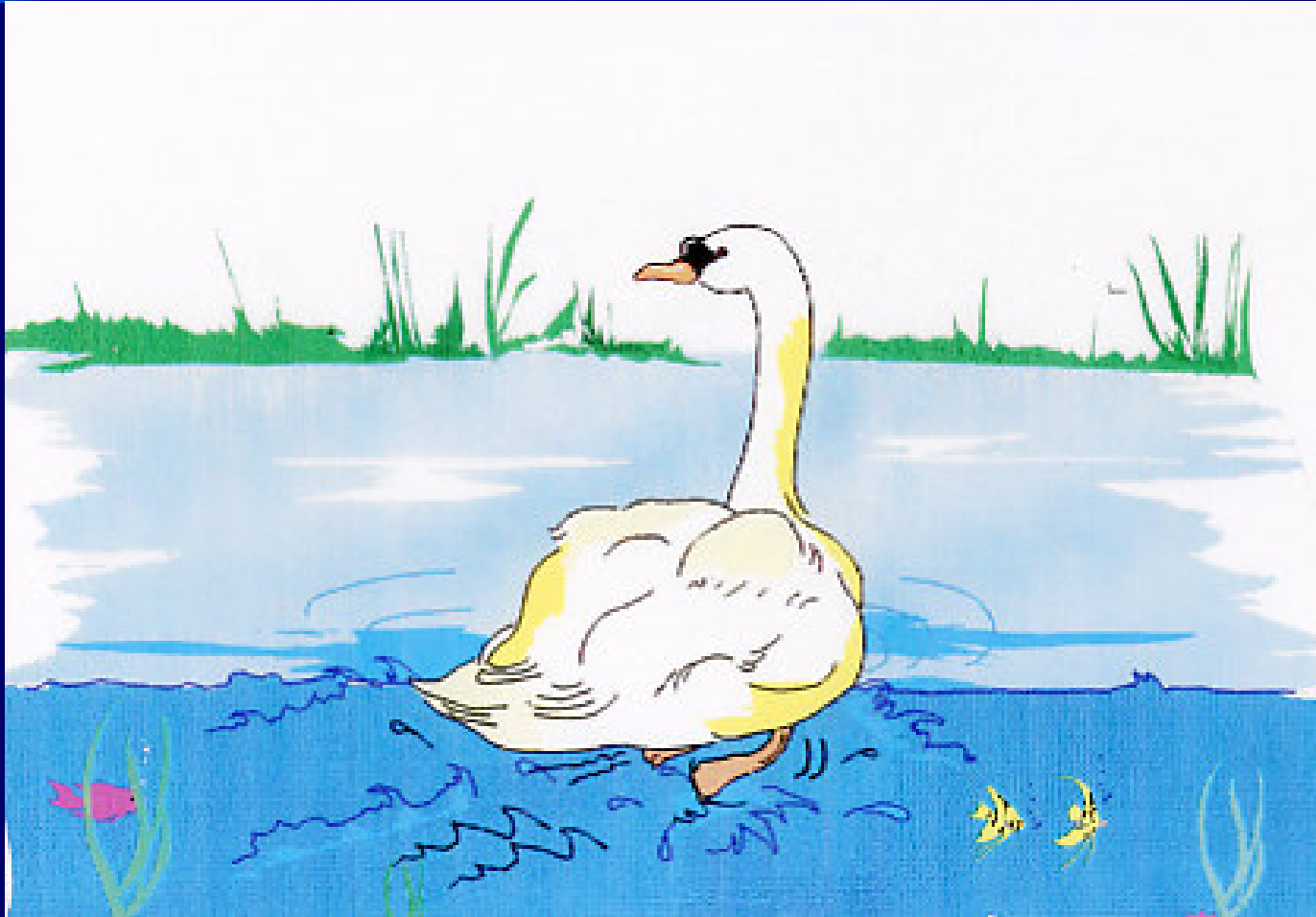
Knock 'em out
with

PASSION!

Lead with Passion

- ➔ **Enable others**
- ➔ **Model the way**
- ➔ **Share the vision**
- ➔ **Challenge process**
- ➔ **Encourage the heart.**

The Swan Syndrome



**“The people who get on in this world
are the people who get up and
look for the circumstances they want,
and if they can't find them,
make them”.**

- George Bernard Shaw