

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

PEOPLE

Sees potential
Builds commitment
Trustworthy
Caring
Patient Listeners
Participative

COLLABORATE
DO THINGS
THAT LAST

PEOPLE

Visionary dreamers
Clever
Optimistic
Enthusiastic
Expressive
Big-picture thinkers

CREATE
DO NEW
THINGS

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
DO THINGS
RIGHT

PEOPLE

Pragmatic
Methodical
Scientific or technical
By-the-book
Problem solver

COMPETE
DO THINGS
NOW

PEOPLE

Goal- & action-oriented
Impatient
Assertive
Driven
Decisive
Competitive

SPEED

Mergers & acquisitions
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

PRACTICES

- Search for and reapply best practices
- Collaborate with customers
- Focus on training, culture and competency development
- Develop communities and networks
- Develop a strong cultural identity
- Run focus groups
- Mentor and coach
- Build balanced teams
- Establish shared values
- Hire and train lifelong learners
- Collaborate across boundaries

COMMUNICATIONS

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

PRACTICES

- Improve processes
- Benchmark best in class
- Remove unnecessary parts
- Run simulations
- Mine the information
- Connect the systems
- Reorganize
- Work with suppliers
- Develop contingency plan
- Utilize the right technology

COMMUNICATIONS

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



PRACTICES

- Create new breakthrough products
- Start up a new organization
- Brainstorm novel solutions
- Forecast the future
- Create an internal venture capital capacity
- Develop growth and market disruption strategies
- Enlist radicals
- Spin off an existing unit
- Diversify experiments
- Build a virtual organization
- Utilize creativity methods

COMMUNICATIONS

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

PRACTICES

- 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
- Conduct competitive analysis
- Fast track project teams
- Develop key performance dashboard

COMMUNICATIONS

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