

The road to recovery

Exceptional Leadership for Exceptional Times



Have you considered...

- This is an **opportunity** to get your company in shape
- Great **leadership** means better results
- **34% of organizations' resources** don't produce value!
- From **Downsizing to Smart-sizing!**
- **The crisis will (should) be over (soon)- what then?**

How to create economic value

Key cost drivers

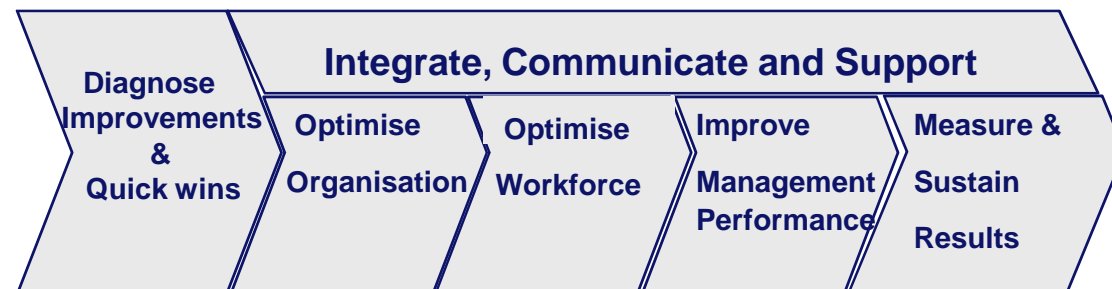
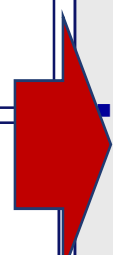
- Processes
- Management layers
- All Jobs / overheads
- Staff (resources)
- Payroll

Key value drivers

- Core processes
- Leadership skills (execution + alignment)
- Key Jobs
- Performance standards
- Good performers

Business Benefits

- Cost reduction at the range of 10% -30%
- Profitability Impact of high performance management systems, going up to 30%
- Productivity of a high performing vs average employee > 20%-50%
- Do more with less, raise productivity and strengthen core capabilities for recovery



Road to recovery - Optimising Value

Milestone

1

“Across the board” cost reduction are destructive. “Smart-sizing” is to define (and protect) your added value processes, jobs and people.

Milestone

2

Customer Value is key. But then you must secure customer driven behaviors and collaboration between Marketing, Sales, Operations and HR! **Are your processes aligned?**

Road to recovery - Strategy Execution

Milestone

3

Clarity of Direction drives performance. What are your “must win battles”, is your management team aligned? Do you have a compelling story for your employees?

Milestone

4

Focus on your best people. Ensure they are engaged & supportive. You need them most to stay on top and execute.

Road to recovery - People Drivers

Milestone

5

Review your pay structures. Do they reflect your KPIs? Re-balance fixed with variable pay, redesign sales commission plans. **Communicate the “total value”**.

Milestone

6

Re-prioritise but not slash your training and development budgets. You need strong **skills** to manage customers and people – more than ever!

Road to recovery - Exceptional Leadership

Milestone



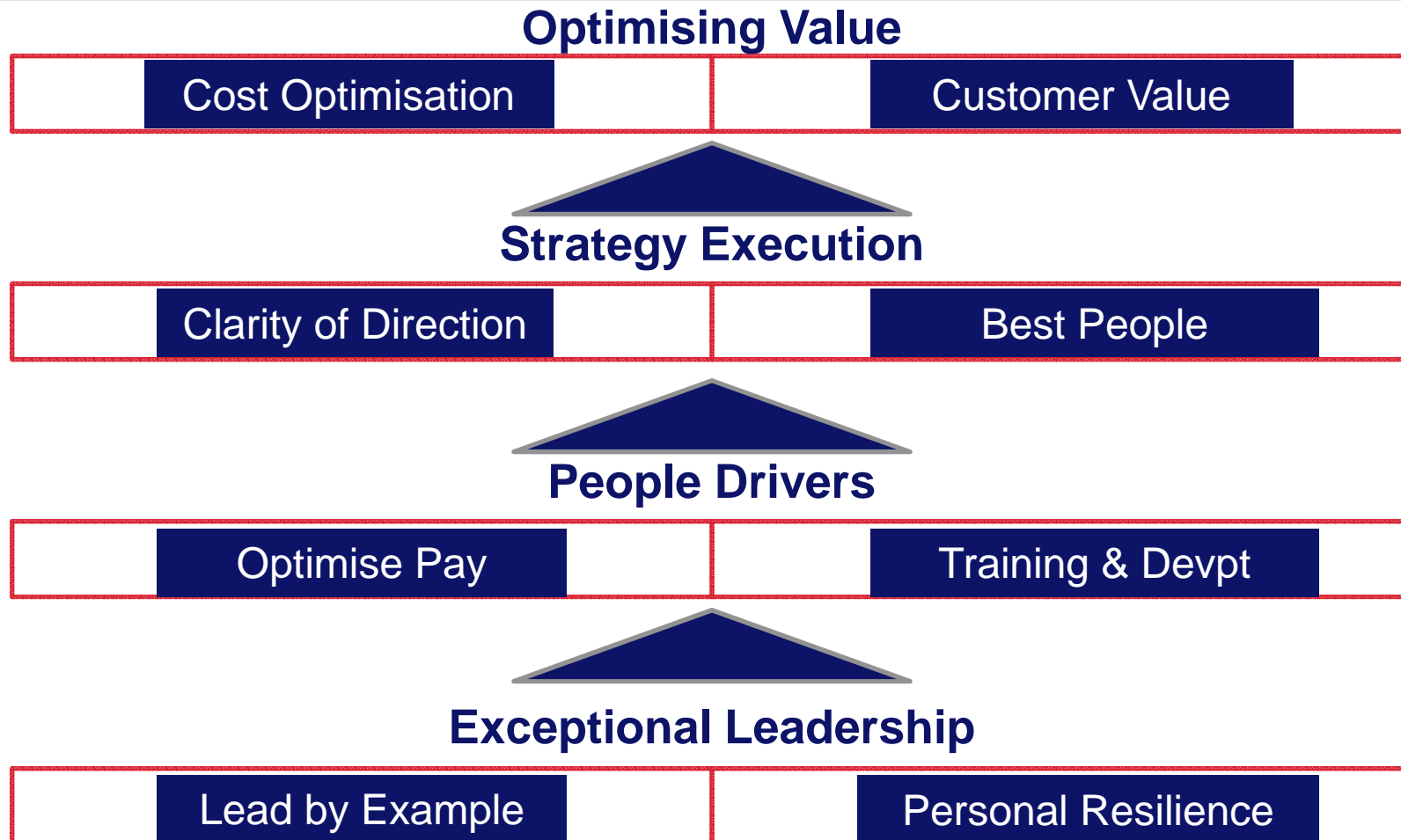
Lead by example. Why should people follow you? “Can-do” attitude + Emotional Intelligence + Innovation + Integrity.

Milestone



Be Resilient yourself– Self Awareness and Self Management are key!

“Recovery Scorecard”



Look **beyond** the
immediate crisis -
and **prepare** for the
upturn...