

Don't wait until someone calls you a
leader

LEAD NOW



PMI
November 8, 2007

LEAD

Most never notice what has already
been accomplished

Rather all they see is what remains to
be done.



LEAD

Create Vision

Sell Your Vision

Recruit Believers




LEAD

Environments make a difference for
leaders

How to create a good one



LEAD

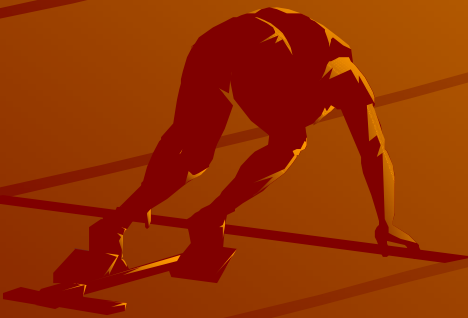
- ◆ Democratic work environment
 - ◆ Above average pay
 - ◆ Little hierarchy – Flat organization
 - ◆ Flexibility options
 - ◆ High degree of community involvement
 - ◆ Focus on employee development
 - ◆ Recruit from within
 - ◆ Admired leaders
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LEAD

Leaders Lead

Create Vision

Inspire Others



CHANGE

Banking

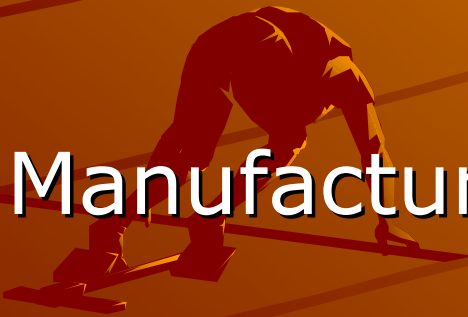
Public Sector/Education

Insurance

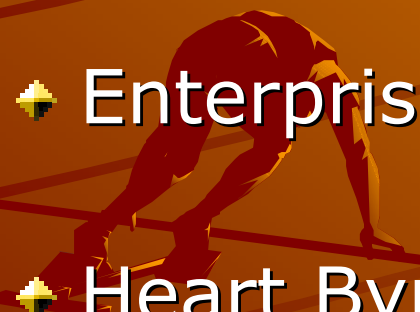
Consulting

Manufacturing

Technology



CHANGE


- ◆ Weight Loss – 95% failure rate
 - ◆ Quit Smoking – 70% failure rate in 12 months
 - ◆ Criminal Behavior – 66% rearrested within 3 years
 - ◆ Enterprise Change Projects – 85% fail – 9% completed on time/budget
 - ◆ Heart Bypass Patients – 90% back to some bad habits in 2-4 years
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CHANGE

The only time we'll change is when:

- ◆ Consequences for not changing are enormous
- ◆ Everyone understands consequences
- ◆ Everyone understands the New Expectation (Critical)

MIMI SILBERT - DELANCEY

- ◆ Personal Motivation
 - ◆ Social Motivation
 - ◆ Structural Motivation
 - ◆ Personal Capability
 - ◆ Social Capability
 - ◆ Structural Capability
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CHANGE

Integrated Enterprise	1900-1950	Customers were buyers GOAL: Satisfy Demand
Reengineered Enterprise	1950-1990	Customers were consumers GOAL: Creative Demand
Next Generation Enterprise	1990-	Customers are creators GOAL: Enable Experiences

