

Leadership Model

1

Envision

*Heritage
Evolution
People*

Bringing innovation & know how development
Create roadmap
Conduct courageous business
Be aware of internal & external context
Provide framework for planning

2

Engage

*People
Respect
Meritocracy*

Openess & transparency
Recognize valuable & respected resources
Information sharing for a full understanding of challenges & opportunities
Tragets clearly communicated, understandable and shared
Involve on targets & action plans

3

Evaluation

*Meritocracy
People
Heritage*

Manage by fact
Measure results against expectations
Check assumption against results
Validate processes to continuous improvement cycle
Ensure information aligned with stategic direction

4

Enable

*Meritocracy
Accountability
People*

Ownership of plan's elements
Creating systems and processes for supporting strategic actions
Start productive actions
Providing the right resources, skills and authority breaking barriers
Promote delegation, role, transfer knowledge

5

Empower

*Accountability
People
Respect*

Encourage people to take risk
Make people entrusted & accountable
Treat mistakes as learning opportunities
Creating a culture of trust, openness and mutual respect
Open mind on bottom - up idea promoting individual initiative

6

Energize

*People
Accountability
Respect*

Encourage action & determination
Promote culture of excellence
Transmit passion & will better
Emphatic communication
Be positive

7

Execute

*Respect
Accountability
People*

Timeliness decision - making
Process - focused & results oriented
Eliminate waste, variation and overburden
Creative problem solving
Flexibility towards targets