



# STAGE 5 INTEGRATION

58-95 Employees



## THREE GATES OF FOCUS



Profit



People



Process

## THREE FACES OF A LEADER

Visionary



30%

Manager



60%

Specialist



10%

## BUILDER/PROTECTOR RATIO

2 Builders to 1 Protector



## LEADERSHIP MODALITIES

CEO	- Facilitative
MANAGEMENT	- Dominant
STAFF	- Supportive

## NON-NEGOTIABLE RULES

- 1 Integrate the management team into an interdependent, execution-focused leadership unit.
- 2 Overhaul the business model.
- 3 Establish a one-year operational business plan.
- 4 Establish a fully-integrated 'living budget' by revenue group and department.
- 5 Allocate 3% of employee's salary for training.

## LEADERSHIP STYLE

Primary:	<b>DEMOCRATIC</b>
Secondary:	<b>VISIONARY</b>
Auxiliary:	<b>AFFILIATIVE</b>

## TOP COMPETENCIES

Transparency  
 Organizational Awareness  
 Influence  
 Conflict Management  
 Teamwork and Collaboration

