



# STAGE 6 STRATEGIC

96-160 Employees



## THREE GATES OF FOCUS



People



Profit



Process

## THREE FACES OF A LEADER

Visionary



45%

Manager



50%

Specialist



5%

## BUILDER/PROTECTOR RATIO

3 Builders to 1 Protector



## LEADERSHIP MODALITIES

CEO	- Dominant
MANAGEMENT	- Supportive
STAFF	- Facilitative

## NON-NEGOTIABLE RULES

- 1 Without fail, establish a 2-3 day new staff orientation program.
- 2 Generate a 3-year living business plan/model (addressing strategic, operational and people considerations).
- 3 Annually, conduct an organizational health survey and have 1 or 2 full-day company-wide unifying events.
- 4 Push financial reporting to another level throughout company.
- 5 Without fail, secure regular one-on-one manager/employee meetings.

## LEADERSHIP STYLE

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

## TOP COMPETENCIES

Initiative  
 Organizational Awareness  
 Service  
 Conflict Management  
 Teamwork and Collaboration

