



# STAGE 7 VISIONARY

161-500 Employees



## THREE GATES OF FOCUS



People



Process



Profit

## THREE FACES OF A LEADER

Visionary



75%

Manager



20%

Specialist



5%

## BUILDER/PROTECTOR RATIO

2 Builders to 1 Protector



## NON-NEGOTIABLE RULES

- 1 Overhaul business model to optimize direction and margins.
- 2 Get to know something about every employee.
- 3 Sell every day.
- 4 Set up a company-wide leadership succession system.
- 5 Generate, track and preserve cash.

## LEADERSHIP STYLE

Primary: **VISIONARY**  
 Secondary: **COACHING**  
 Auxiliary: **DEMOCRATIC**

## LEADERSHIP MODALITIES

CEO	- Dominant
MANAGEMENT	- Facilitative
STAFF	- Supportive

## TOP COMPETENCIES

Emotional Self-Awareness  
 Transparency  
 Empathy  
 Inspirational Leadership  
 Developing Others

