

Subject: Week 51 learnings
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Dear All

I was in the [REDACTED] packaging plant last [REDACTED]. They have a dynamic plant manager named [REDACTED]. He was telling me that he has struggled to build ownership in the plant and showed me a poster of what he has done. He calls it Extreme ownership. Extreme ownership has four elements to it : Speed, No blame game, No excuses and Committed to deliver. [REDACTED] I was reflecting on it and here are my thoughts on extreme ownership.

Companies win when employees think and act like owners. [REDACTED] an owners mentality ore extreme ownership situation, bureaucracy is a facilitator and not an inhibitor.

So here are my thoughts on these four elements of extreme ownership:

Speed:

1. If we are not fast, then our competitors will be and we will lose ground every day. We will not realise it but in a few months and years, it will be difficult to catch up.
2. Our consumers, customers and eco system expects us to be fast. We cannot let them down.
3. We also need to display speed in learning, when we learn at speed , we create new capabilities, opportunities and results
4. Market leaders multiply impact in market when they work at speed, because their momentum will be difficult to match.

No Blame Game:

1. Many people find something else or someone else to blame when the fault is theirs.
2. Some people blame themselves for everything that goes wrong, and invariably blame fate or karma for it.
3. Funnily, people excuse themselves for the same behaviours that they blame others for doing, like coming late, indecisiveness, procrastination , rude behaviour etc.

No Excuses:

1. A no excuse mentality is an outcome of self-discipline and self confidence
2. Most people think that luck and talent are important for success, when in effect, self-discipline is the biggest driver.
3. If you are self-disciplined, the you will not offer excuses in life, at work and with friends.

Committed to Deliver:

1. It is important to deliver to internal and external customers, we cannot deliver to external customers if we don't take the internal target seriously
2. When we say commitment, actions speak louder than words or posters or slogans
3. The best way to deliver is to set expectations and monitor it against standard

All the best, feedback welcome

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