

Leadership

Shiv, Nokia
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*Some data

*My

thoughts

**What is the
weight attached
to a leader ?**

Variance in Company Performance and the key factors – Harvard Study

- **Firm (Unique attributes) - 32 %**
- **Industry - 16 %**
- **Leader - 15 %**
- **Year - 5 %**
- **Others - 33 %**

Simply put , a change in CEO has roughly the same impact on company performance as the industry in which the company operates. !!!

That's the study data . In my view, an organization gives you a managerial title but people in the organization give you a leadership vote.

Leaders are found at all levels in an organization, not just at the top.

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Thoughts with anecdotes

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1. Complexity vs Change

Junior Manager – Middle manager – Senior manager - Leader

2. Present vs The Future

Example of John Smale

3. **Boss vs** **Friend**

Example of Jack Welch and Jeff Immelt

4. Job vs

Family

Example of Indra Nooyi

5. **Do** vs

Think

Example of John F Kennedy PT106

6. Detail vs Big Picture

Example of Lou Gerstner

7. Responsibility vs Accountability

Example of Helene Curtis

8. Popularity vs Respect

Example of Harley Davidson

9. **Wedding** vs **Funeral**

What should I attend ?

10. Self Doubt vs Optimism

Example of Vince Lombardi

Personal Characteristics of leaders*

- **An appetite for Risk**
- **A clear vision**
- **A thirst for knowledge and innovation**
- **Abundant energy and enthusiasm**

* “In Their Time” by Mayo and Nohria

“A Leader is
a Dealer in
Hope” - Shackleton

Thank You , ISB

Your ???

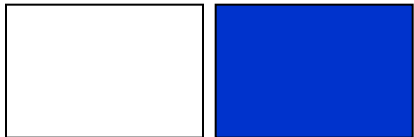
please

Masterbrand color palette

Note:

To prevent printing a hidden slide (like this), de-select "Printing hidden slides" option in print menu.

Core white & blue



R 255	R 000
G 255	G 051
B 255	B 204

Neutrals



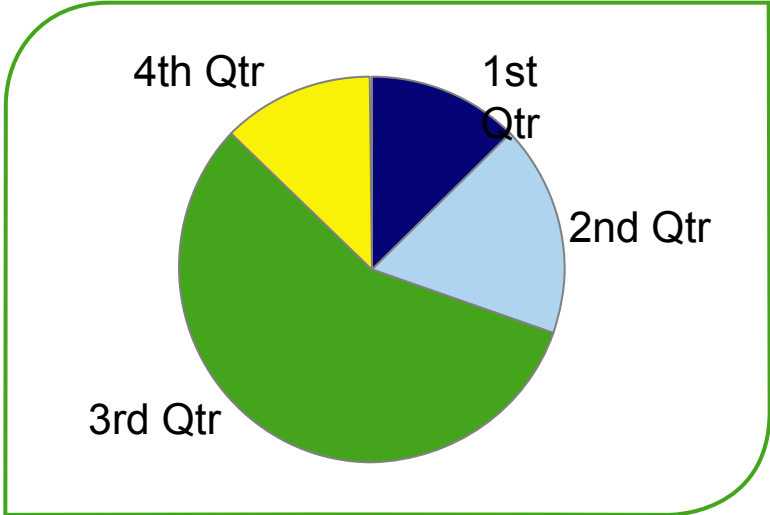
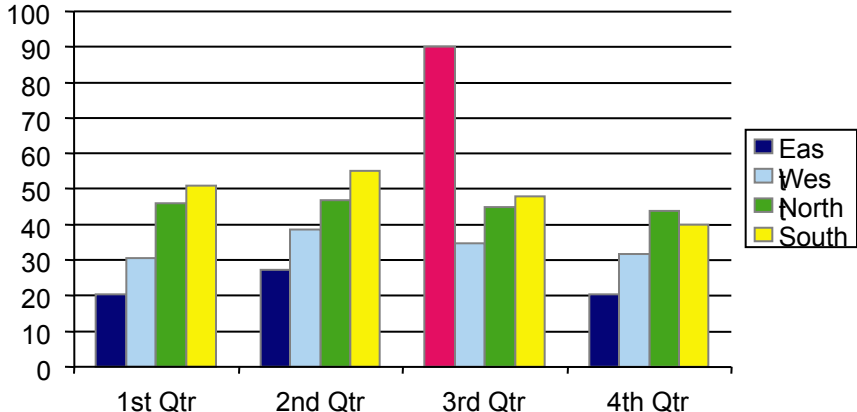
R 004	R 002	R 224	R 175
G 004	G 076	G 219	G 212
B 119	B 028	B 202	B 240

Brights



R 249	R 068	R 228
G 242	G 165	G 014
B 006	B 028	B 098

The pink highlight color is to be used sparingly, not in large areas and can only be used as 100%, never as a tint.



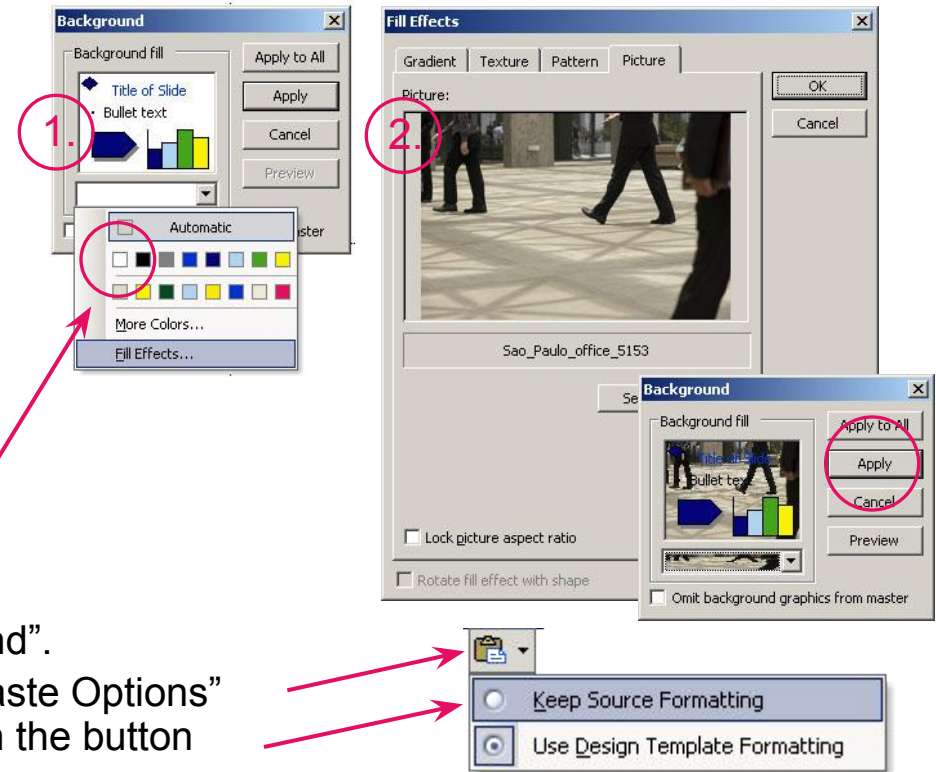
Working with images

Adding a background (full bleed) image

- 1) Right-click on a blank space on a slide (or, Format > Background)
- 2) Select: Fill effects > Picture > Select picture, and browse to find wanted background picture > Apply (or Apply to all).

Note: ensure that the dimensions are according to PowerPoint page setup (A4 by default).

- To **delete existing background** (picture or color), select white color from “Background fill” color palette.
- To **save the background image**, right-click the slide outside of any placeholders and click “Save Background”.
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