



OPEN SOURCE MANAGEMENT
INTERNATIONAL GROUP

LEADERSHIP!



MIND BUSINESS SCHOOL

POWERED BY
OPEN SOURCE
MANAGEMENT



IMPRENDITORE
— **non sei solo**



Steps to Excellence

- 1) It starts with you
- 2) Learn how to motivate
- 3) Incentivize
- 4) Attract great People
- 5) Change the way you manage time

Slides

www.paoloruggeri.net

Generate Value

Comfort Zone

=

Consuming value

Uncomfortable

=

Creating value



**Accept a
challenge**

**Take a scary (or
tough) decision**

OUT OF THE COMFORT ZONE



Find the killer!

A scene from a classic British murder mystery film. In a grand, ornate room, a man in a dark suit lies motionless on a patterned rug, surrounded by a pool of blood. A small wooden box lies on the floor near his head. Several people are gathered around: a man in a grey suit stands to the left, a police officer in a dark uniform stands in the background, a woman in a pink dress and hat stands near the center, a man in a dark suit and white shirt stands to the right, a woman in a dark dress and white apron stands further right, and a person in a black bear costume stands in the background. A large vase of red roses sits on a table in the foreground. The room features a chandelier, a painting, and a mounted animal head.

WHODUNNIT?

If you are not really set in pursuing a goal, your brain will not show you all the opportunities that exist to make real progress

GOALS

- When we don't have clear (written) goals in life, it is life controlling us and not vice versa.

Two environments:

MENTAL ↔ **MATERIAL**

GOAL

- A precise description of a particular scene that doesn't exist at this moment in time but that we wish to actualize. A Dream

Exercise

- 5 Years from now
- Decide what you want – be clear and specific
- Handwrite your goals
- Write «I» and state as goal already reached – «I earn \$ 100.000 a year».

Two friends open a
new company...

- *«We want to build a great company together that will attract other people with similar values and standards.»*
- *«We will design, manufacture and sell products in the electrical engineering fields.»*
- *«The question of **what to manufacture** has been postponed.»*
- **Bill Hewlett, Dave Packard,**
Founding minutes of HP, August 23,
1937

FIRST WHO

then

WHAT

- Those who build great companies understand that the ultimate accelerator of growth is not market or technology or products
• **It is the ability to get and keep enough of the right people**
- The «right people» want to be part of something great

Steps to Excellence

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Difficulties

Control

- To get things to go as you wish (the ability to influence something positively)

Responsibility

– THE FEELING OF BEING THE ONLY ONE IN CHARGE OF SOMETHING

– =

– THE ABILITY TO SEE ONESELF AS “**THE CAUSE**”

PROBLEM



• **CAUSE**
(=Source
Point)



• **EFFECT**
(=Receipt
Point)

Cause and Effect

To solve a problem or to handle successfully a situation we need to see ourselves as “**the cause**” of such situation.

- If we aren't able to do it, it is the situation that is controlling us.
- If we are not capable of seeing ourselves as «the cause» of the performance of our employees, we are indeed leaving the control to them.

The Scale of Effectiveness

- **OTHER DETERMINED**

They think that all their lives and misfortunes are or have been dependent upon others and circumstances

- **SELF DETERMINED**

- They see themselves as «the cause» only of the activities performed directly but cannot «accept blame» for other people mistakes.

- They will not reach their goals

- **LEADERS**

They see themselves as the cause of their actions but also as the cause of other people actions and activities.

- When we consider ourselves as «the cause» we use «MYSELF» or «ME» as the subject of what happened:
- «I wasn't detailed enough in my explanations...»
- «**My marketing** needs improvement...»

The following thoughts belong to cause or effect?

He does not correct what I tell him

She is not passionate enough

The market is in a downturn

He is disorganized

She cannot get results

He does not develop new business

He does not execute my orders

He is not motivated

LEARN HOW TO
MOTIVATE OTHERS

Exercise

1. Good working conditions
2. To feel involved in work related problems
3. Non oppressive discipline
4. Full appreciation for the work done
5. Management loyalty toward the staff
6. Good salary level
7. Job Promotions and growing with the company
8. Understanding and concern for employee's personal problems
9. Job Security
10. Interesting Work

Упражнение

Добри условия за работа

Ангажираност в проблемите на работата

Дисциплина, която не потиска хората

Пълно признание за свършената работа

Лоялност от страна на ръководството

Добро ниво на заплащане

Повишения и израстване във фирмата

Разбиране и истински интерес към личните
проблеми

Сигурност за работното място

Интересна работа

자유투를 몇 번
던져 보셨는데요



Praise

- People tend to repeat the behaviour(s) for which they are praised
- If you dont praise people, they will work for the money, but their passion will be elsewhere



SANDWICH CORRECTION

- Approach the person in a positive way and praise them for something specific (and true).
- Don't say «But» – «However». Pause.
- «Now.... State the thing they have to improve in a clear manner making sure they get it and obtain their agreement»
- End off by saying that however you really appreciate how they are doing and that you expect them to continue doing well.



WHAT DO THEY WANT

- 1. Full appreciation for the work done (PRAISE)**
- 2. To feel involved in work related problems**
- 3. Understanding and concern for employee's personal problems**
4. Salary and commissions
5. Job Security
6. Interesting Work
7. Job Promotions and growing with the company
8. Management loyalty toward the staff
9. Good working conditions
10. Non oppressive discipline

Strategy

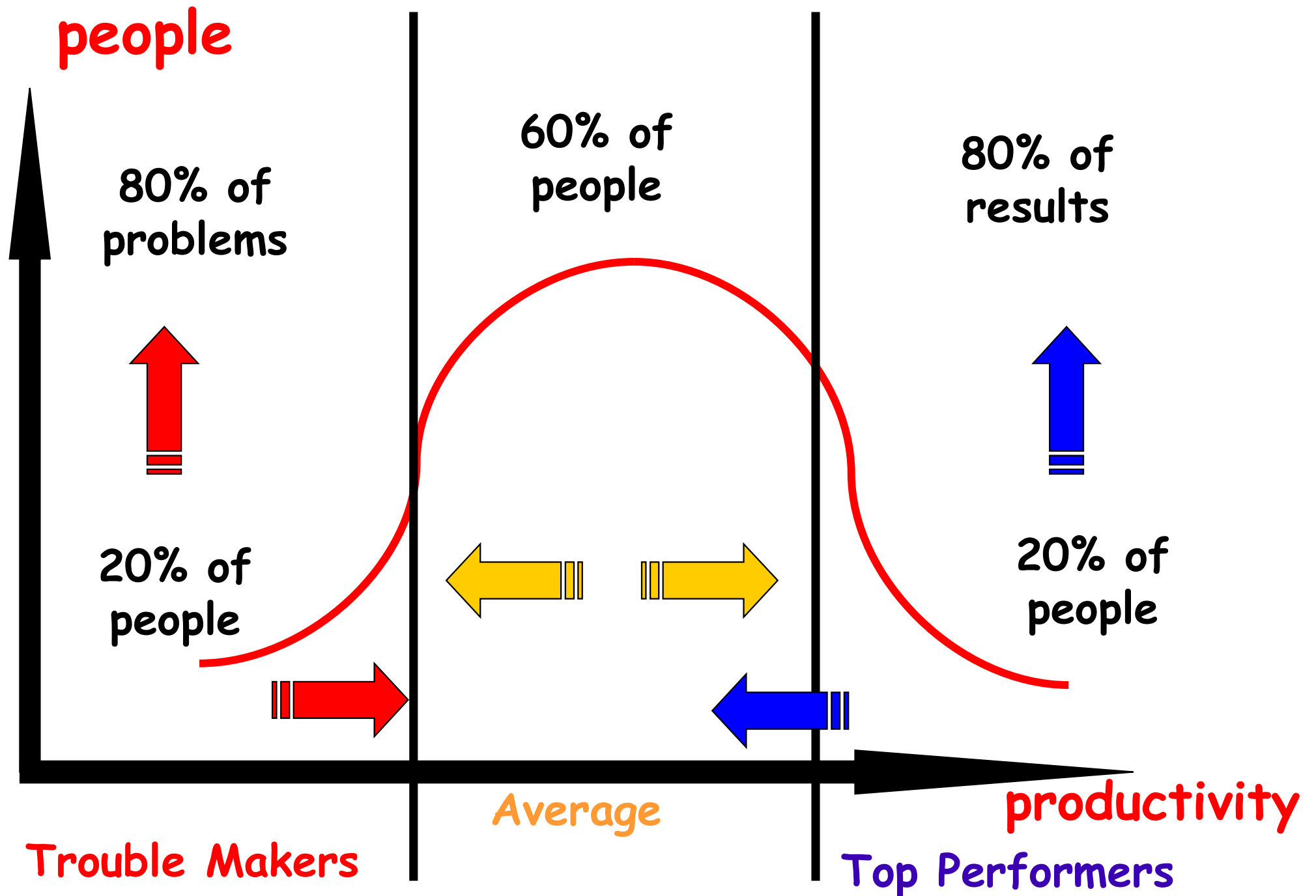
- 1) Consider yourself the cause
- 2) Praise
- 3) Engage
- 4) Care for them as a person

NO CHANGE

- 2 months of patient training and no results or change (things go back on your plate)
- Your attempts to motivate the person backfire or are used against you
- If productivity keeps low, either the person has a difficult personal situation, either they have another goal



Michael Morgenstern





Effort



Manage well your people, respect them and make them WIN!

Narrate the company on Social Media (video, PEOPLE, VALUE, expansion)

Managers keep a diary of their work on their personal social media (and tag people, while speaking positively about them)

At least once a month company's social medias inform of open positions

Recruitment Ads expressly state the yearly salary for the position

Many Applicants

Why your company has no job applicants

paoloruggeri.net

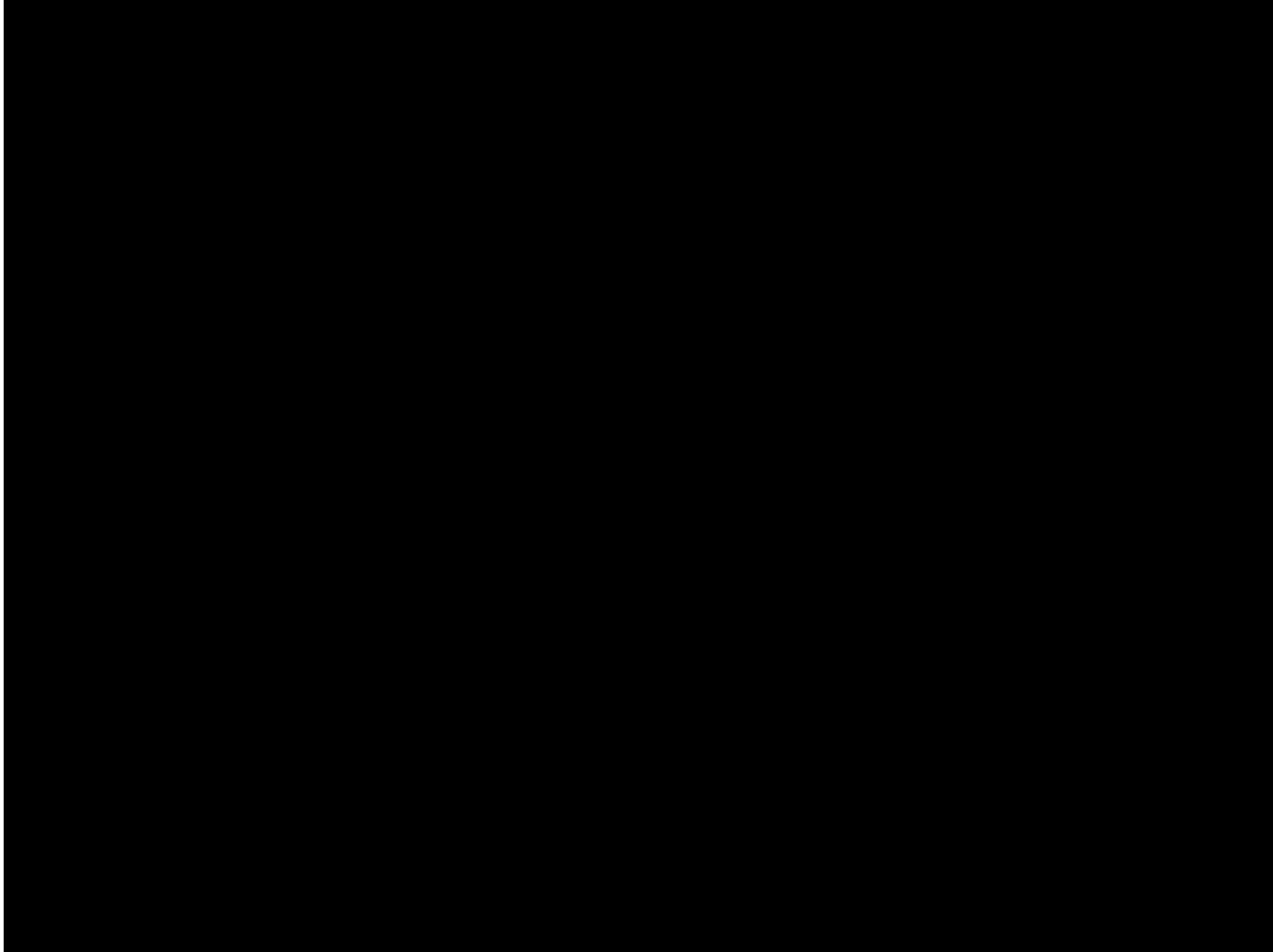
5) MANAGE TIME

URGENT VS. IMPORTANT

- What is that activity that when done regularly for the next months (years) would make **a huge difference** for your company or your career?

Parkinson's Law

- «The amount of time we have available to complete a task ...
- ...will be the amount of time needed to complete it».



Urgent

Non Urgent

Important

Quadrant I

- Crisis
- Key activities of one's role
- Activities needed to generate income or to reach the budget

Quadrant II

- Activities that will increase the potential of the company, of personnel.
- Training and Motivation
- Strategic Progress
- Prevention
- Marketing
- Planning/Organizing

Quadrant III

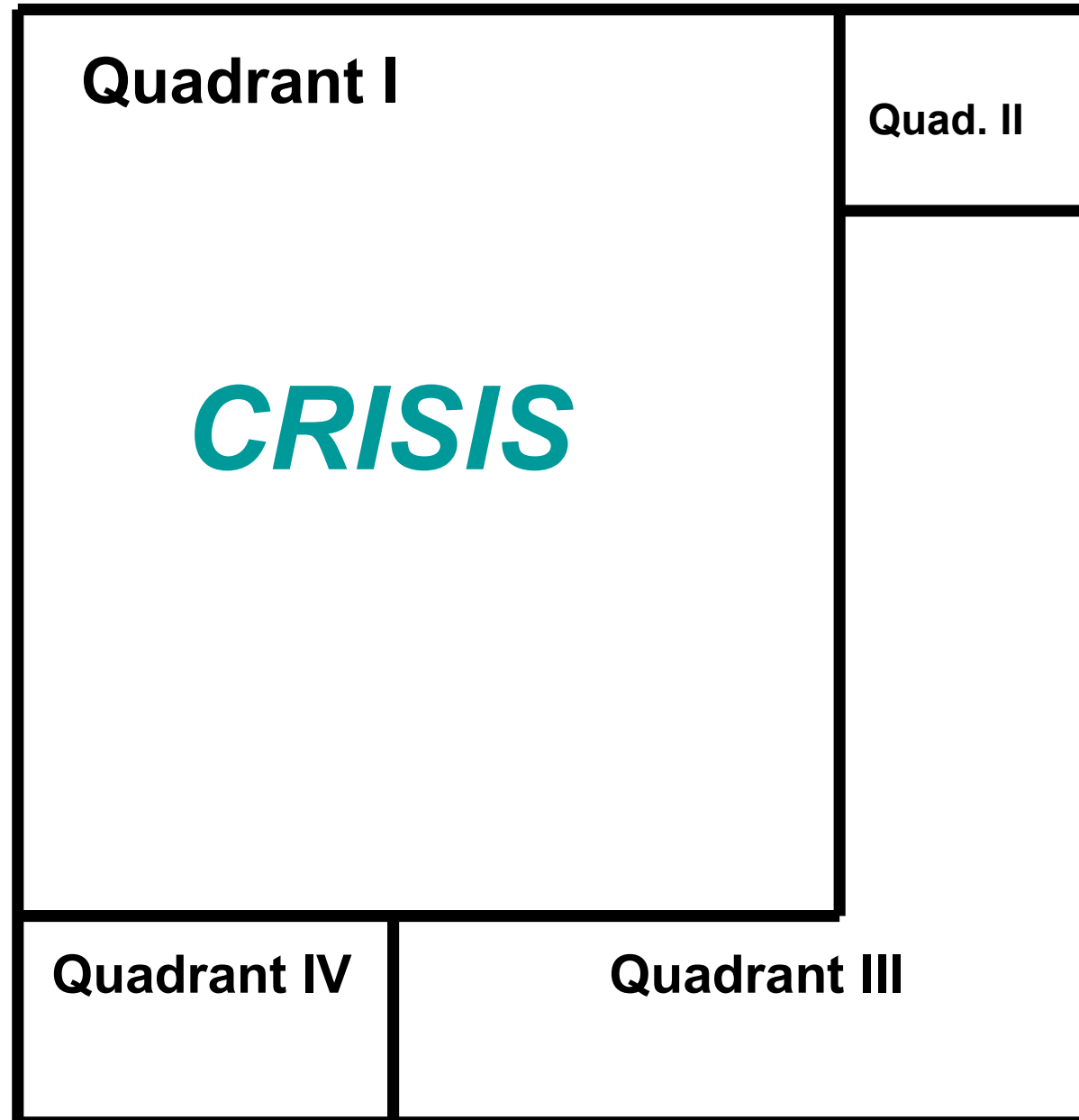
- Irrelevant work
Some phonecalls
- E-mail
 - Some meetings
 - Do the work of one's employees
 - Pressing but not important problems

Quadrant IV

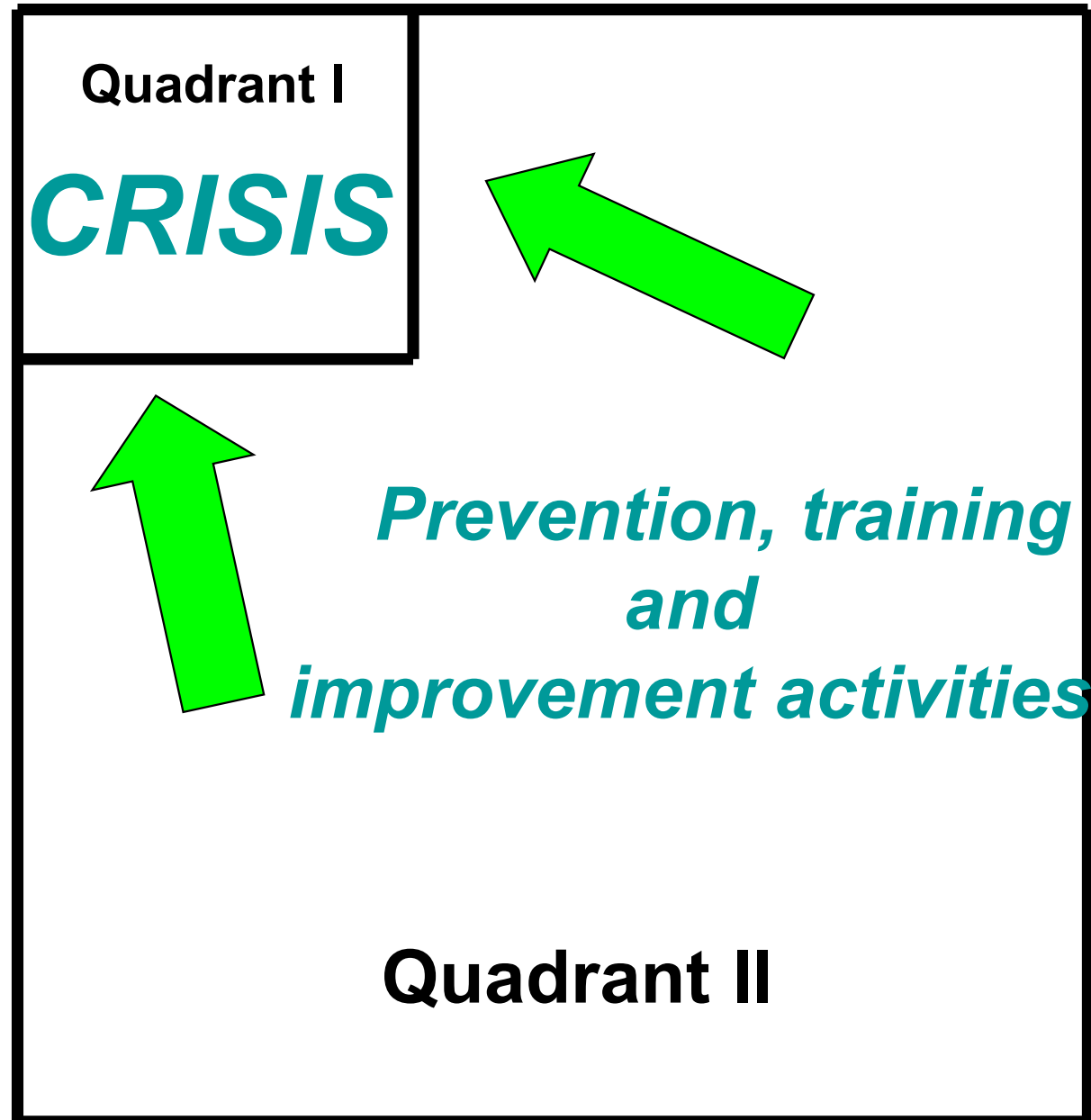
- Useless activities you generally do when you're burned out
- Facebook/Instagram
- Internet
- Physical Labor
- Etc

**Not
Important**

Poor Manager Time Allocation



Effective Manager



Working on ***important***
and not urgent
activities

the effective manager
compresses

the **crisis of tomorrow**

How to work on Quadrant II

1. Identify prevention, training and improvement activities (strategic progress) we would like to get done during the next few weeks.
2. Set aside **IRREVOCABLE** slots of time in your calendar to take care of such activities.



Sofia 7 and 8 of June
5 and 6 of July

Luck!

