



# "Leading through a Recession \$1-\$200M ~ HOW HE DID IT!"



Corporate Information Systems Pty Ltd

Presented by:

**Mike O'Neill**

February 2009





## Opportunities for Development

I WOULD BE EVEN MORE EFFECTIVE IN MY CURRENT POSITION IF I;

1. \_\_\_\_\_  
\_\_\_\_\_
2. \_\_\_\_\_  
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3. \_\_\_\_\_  
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4. \_\_\_\_\_  
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5. \_\_\_\_\_  
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6. \_\_\_\_\_  
\_\_\_\_\_

*When you're coasting, you've got to be going down hill!*



## Opportunities for Development

WOULD BE EVEN MORE EFFECTIVE IN THEIR CURRENT POSITION IF THEY;

1. \_\_\_\_\_  
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*Grow your business by growing your people. Bob Thomson*



## Making A Difference

A. You're magically "given" an extra 6 hours per week: how will you use them to make the biggest positive impact on your organisations?

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B. What is the least effective use of your time; i.e. what do you do regularly that has the least significant impact on your organisation?

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C. How will you get from B to A? Identify at least two specific changes you will make and set a timetable for each of them.

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*"You can't cross a chasm in small steps, when it requires ..... a BigStep!" Mike O'Neill*



## Development Action Plan

### Priority # 1

Description

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Action Plan

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Completion Date:

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### Priority # 2

Description

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Action Plan

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Completion Date:

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*'Stop doing' lists are even more important than 'to do' lists. Jim Collins*



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**CREATING SUCCESSFUL PARTNERSHIPS**

- COMMUNICATE. Identify key parties and schedule regular review meetings
- CLEAR OBJECTIVES. Set in place a process to continually improve year on year.
- FORM PARTNERSHIP. Work together for continuous improvement
- RELATIONSHIP MANAGEMENT. Assume long term relationship
- INTERNAL MARKETING. Avoid internal resistance by communicating in both organisation
- RESPECT CULTURE. Acknowledge differences and work to minimise impact while maximising outcomes



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**BUILD A TEAM FOCUSED ON TEAM SUCCESS**

- Hire slow and fire fast!
- Don't be afraid to admit when you get it wrong. You will make mistakes and it is best to release them to the market, but do it with respect as if it were one of your family members.
- Empower teams and individuals with autonomy and accountability
  - Make sure the boundaries are clear to all.
  - Allow the paradigm to be challenged – there are no 'Sacred Cows'
- Respect as individuals seek their contributions to alternatives
- Acknowledge individual and team achievements
- Each year develop a new and unique way to say thank you



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## **MANAGING THE COST BASE/OVERHEADS**

- Address any underperformance quickly. Timing is important – no pet projects
- Continuously review key budget items to identify opportunities
- Be conservative with financial budgeting/forecasting
  - Expect the unexpected
  - Make it an achievable stretch.
  - Work to exceed expectations.
- Identify opportunities to partner external suppliers/sources
- Communicate regularly individual and team progress
- Focus on the customer/client relationships to identify new opportunities

