



## Management Concepts Series – 2010

\* *Common-Sense Guidelines for Successful Organizations* \*

Management Concept #17 <b>Six Important Concepts – in 120 Seconds or Less</b> <i>It took me 25 years to figure these out. That's a savings of 99.9999. . .%!</i>						
<p style="text-align: center;"><b>Active Management Pillar Applicability</b></p> <div style="border: 2px solid yellow; padding: 5px; margin: 10px auto; width: fit-content;"> <table border="1" style="width: 100%; text-align: center; border-collapse: collapse;"> <tr style="background-color: #cccccc;"><td>Identity</td></tr> <tr style="background-color: #00ff00;"><td>Planning</td></tr> <tr style="background-color: #00ff00;"><td>Execution</td></tr> <tr style="background-color: #00ff00;"><td>Behavior</td></tr> <tr style="background-color: #00ff00;"><td>Awareness</td></tr> </table> </div>	Identity	Planning	Execution	Behavior	Awareness	<p style="text-align: center;"><b>Want to save 25 years?</b></p> <p>Here are six concepts you can put in your hip pocket and use free of charge. You don't have to believe me. Just keep your eyes open and pay attention. Let me know if they don't prove out often enough to be really helpful.</p> <p><b>Listen:</b></p> <p><b>What will be. . .</b></p> <p>If you are concerned about how long it will take to reach a goal, just get on with it. It will take two years to implement and convert to a new computer system. It takes 10+ years of school and residency before you can start practicing medicine. Austerity measures started today will not show up in the financials until a year from now. Let me tell you a secret. Ten years or two years or one year from now, you will be exactly the same age whether you do those things or not. More programs fail to achieve their goals because they are not started or they are not managed properly than if you had accepted that "ridiculous" timeline and just done it. Worry less about how long it takes than starting on the road and making sure you get there. Get a copy of the "To Be Diamond" <a href="#">here</a>.</p> <p><b>Occam's Razor</b></p> <p>Very simply: All things being equal, the simplest explanation or solution is probably the right one. Try to cut away all the esoteric blah-blah and do the simplest thing that makes the most sense. If your expense ratio is too high, you are probably spending too much money and not holding your team accountable. If the computer isn't working, make sure it is plugged in. If your sales are down, look at your operational people management (AKA sales people) and your product before you buy an expensive CRM system. Look for the simple solution (and don't forget to look in the mirror).</p> <p><b>X Marks the Spot</b></p> <p>This may sound a little cynical but here it is: If you want to make a sale or find an opportunity, look for the intersection of money and one or more of: fear, desire, or frustration. The combination of wherewithal and need gives you an opening. "I'm worried about my job and need a victory:" Bingo! "The system keeps failing and dropping:" Bingo! "This project is out of control:" Bingo! (Flip Side: Remember, you can be the target of opportunity if you are the person that can write a check and have the need.)</p> <p><b>Take the Dog</b></p> <p>Given the choice of two situations to take on, take the dog. Take the one where you can have an impact and people will be ready to follow you. Take on the failure that can be turned around. If you take on a department, school, company, or project that is at the top of its game, it's a much bigger challenge. You will be compared to and challenged continually by your predecessor's ghost. If you <i>are</i> taking on a current winner, go in with vision and strength.</p>
Identity						
Planning						
Execution						
Behavior						
Awareness						

### **Hiring for Letters or Capability**

When hiring or writing position descriptions, think twice about the requirement for letters after the name. In your experience, have you ever seen a difference between a BA, BS, MBA, or PhD? I mean in terms of productivity, contribution, imagination, management skills, and ability to get the job done. In 25 years I have never, never, never (ever) seen a difference in accomplishment or desirability as a team member that I can tie to the letters. (In some cases the reverse is true) The only exceptions to this observation are around certain technical designations such those associated with actuaries and accountants. Think about it. Who benefits the most from the post-grad culture? (Full disclosure: I have a lowly BA in History and an FLMI )

### **The Power of “Yes”**

“Yes” is a very powerful word. Especially if it doesn’t really mean yes. Agreement without action and support is the perfect dodge. It is hard to argue with and it gets you off my back. If I say yes and then don’t do it, I’ve gotten a delay at least until the next meeting. Some of us are very good at saying yes and forgetting. Yes doesn’t mean yes unless it has muscle and action behind it. In basketball you always follow your shot. If you are good, you may get your own rebound and a second chance. Follow-up on the yes. Validate it with next steps and feedback. Don’t be fooled by empty agreement.

**For a copy of the “To Be Diamond” [click here](#).**

## ***About Agovia Consulting***

Agovia is your partner in crafting common-sense plans, execution governance, and management practices that are laser-focused and, by design, create your results and your success. We help you solve your problems today and help assure your success tomorrow through management practices built on outcomes, results, and achievement.

### ***Managing to Success***

Success requires the alignment and coordination of many factors. Enterprises must be competent at, not only the elements of their core mission, they must also have the ability to create and maintain the infrastructure that surrounds and supports that mission.

### ***What We Do***

Agovia is a management consulting firm. It's what we do. Picture us a management fitness coach. We help you develop and strengthen the skills you need to succeed. We have provided consultation and solutions to multiple industries including: Information Technology, Insurance, Universities, and Homeless Services. We bring you the support, advice, and driving facilitation that allow you to stop "planning" and start getting results.

### ***Services***

- ❖ **The Rapid Planning System – Tools, Training, Sourced Portfolio Management**
- ❖ **Positioning for the Win**
- ❖ **Identity Development (Mission & Vision)**
- ❖ **Team Effectiveness Coaching**
- ❖ **Strategic and Tactical Planning**
- ❖ **Planning and Governance Training**
- ❖ **Organization Turn-Around**
- ❖ **Retreat Facilitation**
- ❖ **Runaway Project Services**
- ❖ **Problem Solving – A Cultural Effective Approach**
- ❖ **Conflict Mediation**
- ❖ **Team/Function Start-Up**

### ***Trust yourself***

Experience tells us that most of the time you do know what you are doing. You are the expert in your core domain area. The challenges businesses often encounter are nuts & bolts issues: organization, clear vision, discipline, management infrastructure, and communication. Sometimes you just need a catalyst.

*We can help.*

*We listen.*

*We pay attention.*

*We work with you*

