

**\* LEADER ENTREPRENEUR**

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**\* @iimb -  
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PERSONAL

TEAM

# PERSONAL EXCELLENCE

## SKILLS 4 SUCCESS :

Market knowledge / Domain expertise  
Customer desires / purchasing trends

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Resilience in the pursuit. Self reliance / confidence  
Passion & hard working. Personal Energy & Energize the team

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Money Mantra – Risk appetite. Focus on bottom line / financially astute - cut costs , increase productivity, negotiate better and plan for future investment

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Strategic / Thought leader . Envision the future .  
Ability to communicate and inspire others  
Learn & adapt as you go. Deal with change

# Entrepreneurial Choices

## Individual Vs Team

- Instruction led ...frustration that people are not taking ownership
  - Team – self managed – peer evaluation / pressure
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## Leader behaviour Reflecting confidence

- Do you come back to work every day with new ideas and keep changing what you started
  - Staying course – requires conviction , marathon - to build an institution . Do you have a coach / whom do you trust
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## Learn as you go. Deal with change

- Fast evolving market / competition – openness to learn only asset
- Dealing with change proactively . Designing the next phase of the organisation

# Team Excellence

## Attracting Talent

- Source, rigour in selection process, induction
  - C&B – philosophy – Fixed Vs Variable
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## Goal setting & review process

- Clear goals – ways you can do
  - Review process
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## Training & development

- Is an investment , supports growth
  - Skill building focus - builds confidence
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## Situational Leadership

- Situational leadership at work
- Making a difference to people