

Business thinking

Definition

Takes ownership for understanding internal and external business dynamics and how this influences organizational performance and success.

#Business acumen #Insights #Trends

Mindset

WE NEED LESS OF THIS	WE NEED MORE OF THIS
"I guess there is a connection between my role and how that links to business objectives but do not ask me for further details as I am not sure."	"We all have an important role to play in the company, we all contribute to the business and add value."
"I have been asked to produce this report and figures but if you ask me, I am not sure what is it for."	"If I better understand the reports we are producing and the data we are analyzing, I will be able to provide greater insights and recommendations."
"What is the point of looking at external market trends or knowing more about our business? I just need to do my work."	"It is important to look and understand the environment as I can then advise on what would work well for the organization and/or the customer."

Business thinking

Behavior anchors

1. Emerging

- Understands and aligns own role with business needs and contributes to achieving the business goals.
- Understands the current products, services, processes, functions, operations and strategy of the business by keeping informed of business operations and how it ties to daily work.
- Is aware of internal and external market dynamics, markets and industry trends, competition, and new technologies and how they affect the organization.
- Understands business challenges and uses data to provide insights to implement solutions for both internal and external customers.

2. Evolving

- Plays an active role through working efficiently together within the context of the team or department to develop and implement solutions that contribute to the success of the business.
- Evaluates the pros, cons, and risks associated with new business initiatives and promptly acts on business opportunities.
- Proposes ideas for increasing efficiency, productivity, optimizing processes, products or services and developing new business.
- Understands the business challenges both internally and externally. Uses data and any other existing sources to look for opportunities to achieve the best results for the business and the customers.

3. Influencing

- Fully understands the company vision and strategy and is able to identify specific market dynamics, societal trends, new business models, competition, technologies and economies that directly impact the business.
- Plays an active role within the context of the whole organization by setting clear explanations for the integration and alignment of people, technology and business while focusing on the strategic value.
- Actively follows and makes suggestions on integrating market trends, new technologies, customer demands and business models, for increasing productivity, optimizing processes, products or service and developing new business.
- Encourages others to scan business trends and market changes, apply insights from data and in their daily work.

4. Transforming

- Fully understands the complex relationships between all areas within the organization, including business history, current state, financial goals, strategy, organizational structure and partnerships.
- In complex and uncertain situations, identifies and strategically introduces new business opportunities, which will increase value
- Sets boundaries and milestones, removes barriers and non-value-added work, and secures necessary resources, creating the best environment to achieve results.
- Motivates multiple levels of people to seek for business opportunities and/or business improvements and solutions and helps them to understand their personal impact
- Establishes a data and business-oriented mindset within the organization

Business thinking

How it helps



Me

Gain more knowledge, grow problem solving ability, improve decision making, understand impact of business environment in my work and the organization.

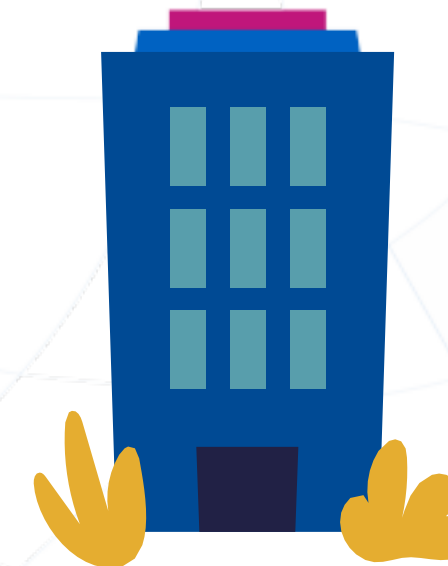
By gaining more business knowledge, I can grow my problem-solving ability, improve my decision making, and understand how the business environment impacts my work and the organization.



My Team

Consult my peers, support their business decisions, share insights and data for more efficiency.

By developing my business thinking and sharing insights and data, I am able to consult my peers and support their business decisions better.



Konica Minolta

Increase business performance, consult customers by understanding better their competition, markets and trends.

By having a good understanding of the business environment, competition, market dynamics and societal trends, we are able to consult our customers better and support them facing their current challenges.