

# NOTE

**From:** Director Strategy

**To:** Barbara Williams

**Subject:** Leadership Actions

I have compiled a list of initiatives for you to consider as we enter this potentially traumatic time. They are derived from my experience as a change consultant in a former life and from the literature.

I have also reviewed the list of functional actions. My recommendations are included.

I hope they are useful as a thought starter

Attachment

List of actions Attached

## POSSIBLE LEADERSHIP INITIATIVES

Possible Action	Effect on Competence	Effect on Flexibility	Impact on Change Stress
	1=neutral; +1=positive; -1 = negative	1 = neutral; +1= more flexible; - -1= more rigid	1=neutral” +1 = positive stimulating; -1= negative depressing
In depth financial assessment; seek financial stability	1	1	1
Focus on re-assuring the customers and financial markets	1	0.95	1
Openness to workforce on competitive reality	1	1.5	1
Stabilize relations with partners and suppliers	1.1	1	1
Assess role of top team and act to change	1	1	1.01
Commission cultural assessment to underpin possible change	1	1	1.3
Accept and communicate the need for substantial downsizing of workforce	1	1.5	1.1
Undertake strategic re-assessment of opportunities	1.2	0.95	1
Top team actively champions strategy	1.1	0.95	1.3
Develop new strategy at top level	1	0.95	1
Assess the skills needed and obtain them.	1	1.3	1.5
Apply process for deep involvement in strategy development	1.3	0.9	1.5
Develop strategic/cultural criteria for hiring	1.1	1	1.2
Develop new compensation philosophy to support strategy	1	1	1.2
Executive Bonus move to 60% base pay	1	1	1.5
Executive base pay revision : 100% corporate	1	1	1.3
Eliminate all travel by private jets	1	0.99	1
Planning & budgeting refocused from efficiency to efficacy	1	1	1.3
Central corporate message is	1	1	1.6

cross-functional teamwork			
In depth financial assessment; seek financial stability	1	1	0.9
Focus on re-assuring the markets	1	1	1
Openness to workforce on competitive reality	1	0.95	1
EXTRAS			
CULTURE			
INTERIM LEADERS			