

Are You a Michael or Henry?

Michael Porter developed the “five forces model as a simple yet powerful tool for understanding the competitiveness of your business environment, and for identifying your strategy's potential profitability”¹. The analytical approach made Porter mandatory reading at education and businesses and won fanfare and acclaim for decades.

Meanwhile Mintzberg was a rebel of sorts. His Phd was based on observing how executives spend their time, and he claimed too much education and management understanding was based on numbers and theory instead of people’s real-world experiences. Going opposite the MBA’fication of corporates he helped develop www.IMP.org an executive education intended for practicing managers, and one which I privately paid and attended.

In combination the gentlemen are a force, and while they may not quite cut it in today’s corporate landscape and technological environment, I’ll always be more Henry than Michael – 51% vs 49%.

And here comes the bridge to my “[Leading Leaders](#)”:

Danish company Abtton.com have done the supposedly impossible – reducing working hours from 37.5/week to 30 resulting in 4 days work and 3 days off, while improving revenue per employee by 30% over the course of 3 years.

It is a rebel’s approach to dare that drastic a vision and reform of a company, but with a meticulous strategy exemplary executed you can achieve cutting edges. Wouldn’t you want to be one such?

“[Leading Leaders](#)” asks you to be rebellious by streaming all your learning, wisdom and cleverness into changing status quo of productivity, leadership, culture and performance because the training is 51% executing in favor of company, and 49% about you. What we examine is:

- Improve productivity with 20% in the organization
 - o Time yourself, learn to find urgency and the need to prioritize your time so you work and lead at the right level, and then train leaders and employees to do the same.
- Do you do your best? - 360 deg feedback
 - o You’ll be interviewing colleagues for a picture of yourself with no makeup. Who are you really? Do you truly do your best in the eyes of others?
- How do you impact people?
 - o Your personality transcends organizational levels and meets the outside world – are you truly customer-centric, how are you being spoken about in the home of your employees?
- Design culture to win
 - o What is the right thing to do – always? How do you operationalize culture to create a winning edge?
- Teams – and productivity
 - o The ingredients and design of winning teams are relatively simple, but the implementation process may be tricky, and you’ll – quite controversially – learn that less is more.
- Winning individuals – upskilling before expiry
 - o You can outline how people need to work and perform in the future, and with coaching they will remain/ become value creator for you
- Performance
 - o Do you scale with your responsibility? Do your leaders, and the organization at large perform at least to industry standards, or above?
 - o Is your leadership profitable?

“[Leading Leaders](#)” is a 3+1+1 days training preceded by 1-2 months of preparations, and wrapped in 2 times 2-3 months of coaching, personalized learning and managerial exchanges aimed at expanding your perspective of leadership execution and standards.

The choice is yours – be Michael, Henry or both?!

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And yes, I’m also in the market to also sell you leadership trainings, but you decide from this portfolio:

- ✓ “[Welcome to Leadership](#)” – talents, young leaders and managers with no prior training – get off to a great start
- ✓ “[Leaders – What’s Next?!](#)” – you have been a leader for 3-5 years, what do you do now to become promotable?
- ✓ “[The Management Side of Leadership](#)” – examination of the processes of the employee life cycle
- ✓ “[Personal Leadership](#)” – mature leaders aiming to improve team and personal performance to v2.0
- ✓ “[Leading Leaders](#)” – for executive ready to involve the organization in culture and performance improvements
And
- ✓ “[Tag Ledelsen i Produktionen](#)” – team leaders in/around production environment – a splendid choice!

Kind regards,

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ⁱ https://www.mindtools.com/pages/article/newTMC_08.htm