



MANAGEMENT AND LEADERSHIP PRINCIPLES

1. LEADERS MUST HAVE A VISION AND SHARE IT

The dream, or vision, must become the stuff of rallying cries and express the common goal that the PMG leader and team share. The leader articulates the defined vision and spread the message across the enterprise. Leaders need to recognize that this is to be done to enable understanding and buy-in among team.

2. STRATEGIC PLANNING MUST BECOME AN ONGOING, CONTINUOUS PROCESS

Strategic planning is how PMG identifies, organizes, and executes the projects and programs needed to realize the vision. Strategic planning is a continuous process, and strategies must be adjusted as the marketplace shifts to ensure proper alignment to our goals and objectives.

3. WORK MUST BE MANAGED AS A PORTFOLIO OF PROJECTS

If the strategic plan comprises of projects and programs essential to achieve the vision, then a project portfolio becomes the mechanism by which work is managed and performed. Exceptional leaders ensure that their business resources are correctly allocated, and that project and program investments are monitored and adjusted to achieve long-term success.

4. TRUST MUST BE DELIBERATELY WEAVED INTO THE ORGANIZATION

Friedrich Nietzsche about sums it up, in his famous quote, “I’m not upset that you lied to me, I’m upset that from now on I can’t believe you.” We all want to believe in and trust the people that we follow. Offer any reason for a person to doubt your intentions and you have lost them for life.

5. LEADERS MUST CONSTANTLY WORK TO ENGAGE AND INSPIRE STAFF TO GREATNESS

Staff engagement is not an optional chore. PMG leaders work to engage and inspire their staff every day.

6. LEADERS MUST ALWAYS BE DRIVING ACTIVE BUSINESS RENOVATION

PMG leaders renovate to strategically differentiate enterprises from the competition. We do not drive change for change’s sake. This distinction is an important one to make because it informs the decisions about which types of changes and improvements must be made to best compete.



7. LEADERS MUST RECOGNIZE THEIR OBLIGATION TO TRANSFORM THEIR TEAMS

In many ways, renovating business processes are the easiest part of a leader's job. Transforming staff so that they continue to contribute at the highest level of performance can be a challenge.

8. TECHNOLOGY MUST BE SEAMLESSLY INTEGRATED INTO THE BUSINESS OPERATION

PMG recognises the need to understand all the technology implications of our strategies because it is the only way to be sure that the "right" technology is integrated into their businesses.

9. COMMUNICATION PRACTICES MUST BE INCESSANTLY OPTIMIZED TO ENSURE BUSINESS ACCOMPLISHMENT

Open and honest communications is a vital ingredient for success within the modern-day work setting. Staff can readily access all relevant information and know-how, wherever it exists, in the format desired, and have confidence in its quality to use it. Hence, the best leaders know that the regular renewal of communications practices is not only in order but is essential to remaining competitive.

10. LEADERS MUST WORK TO RE-IMAGINE THEIR ORGANIZATIONS IN THE FACE OF GREAT RESISTANCE

It is well understood that most people do not like change. However, resistance to change does not deter the most brilliant of leaders. They know that it comes with the territory! They know that it is their job to re-imagine what their businesses can become.