




Management Concepts Series – 2010

* *Common-Sense Guidelines for Successful Organizations* *

Management Concept #18 “they” are no smarter than you are <i>but they might be doing smarter things</i>	
<p style="text-align: center;">Active Management Pillar Applicability</p> 	<p style="text-align: center;">Look at your hand <i>(right now!)</i></p> <p>You are looking at a marvel of engineering and function. The human hand is an amazing tool. Do you know why? As anti-intuitive as it may seem, it is one of the most fabulously successful pieces of engineering in the known universe because it doesn't do any single thing spectacularly well. It doesn't have retractable claws for climbing. It isn't webbed for swimming. It isn't well armored for protection. It can't dig holes very well. But it <i>can</i> do almost anything at some level of proficiency. It can hold and swing a hammer. It can use tools to dismantle the most delicate instruments. It can tap out text messages with blinding speed. It can tell the difference between a dime and a penny in your pocket. It can grip a basketball and gently tip it into a ridiculous metal ring with a net attached. Your hand is amazing because it is a generalized tool that can work with your brain to do almost anything.</p> <p>You are like your hand. You are capable of thousands of things. That massive pile of neurons inside your skull is capable of almost anything you choose to do. You can plan, execute, fill out March Madness brackets, and learn from mistakes. You are capable. You are able to make things happen. With a few exceptions for prodigies, you are every bit as clever and able as any one else.</p> <p>If others are doing something well and smart, you can probably do it as well if you choose to. If others are operating at an efficiency ratio that is double yours, take a look at what they are doing and make the necessary changes. If you are not making sales, look for the reason and fix it. If you are not making the second sale (the one that really matters), look for the reason and fix it.</p> <p>So what is the “management concept” we are trying to make here? Just this:</p> <p>Your success is much more dependent on:</p> <ol style="list-style-type: none">1. Making a sincere <i>decision</i> to be successful2. Your willingness to <i>honestly figure out what needs to be done</i> (true root causes even if they are uncomfortable)3. Your willingness to <i>do what is necessary</i>4. The discipline to <i>execute with consistency and accountability</i> <p>It is much less dependent on being the smartest guys in the room. Remember, many of those guys were simply in the right place at the right time. And they probably did the four things above pretty dang well.</p> <p>Or to put it another way: Success is 10% inspiration and 90% perspiration.</p> <p>You can do it. Don't be feeble. Buckle down. Get on with it.</p>

About Agovia Consulting

Agovia is your partner in crafting common-sense plans, execution governance, and management practices that are laser-focused and, by design, create your results and your success. We help you solve your problems today and help assure your success tomorrow through management practices built on outcomes, results, and achievement.

Managing to Success

Success requires the alignment and coordination of many factors. Enterprises must be competent at, not only the elements of their core mission, they must also have the ability to create and maintain the infrastructure that surrounds and supports that mission.

What We Do

Agovia is a management consulting firm. It's what we do. Picture us a management fitness coach. We help you develop and strengthen the skills you need to succeed. We have provided consultation and solutions to multiple industries including: Information Technology, Insurance, Universities, and Homeless Services. We bring you the support, advice, and driving facilitation that allow you to stop "planning" and start getting results.

Services

- ❖ **The Rapid Planning System – Tools, Training, Sourced Portfolio Management**
- ❖ **Positioning for the Win**
- ❖ **Identity Development (Mission & Vision)**
- ❖ **Team Effectiveness Coaching**
- ❖ **Strategic and Tactical Planning**
- ❖ **Planning and Governance Training**
- ❖ **Organization Turn-Around**
- ❖ **Retreat Facilitation**
- ❖ **Runaway Project Services**
- ❖ **Problem Solving – A Cultural Effective Approach**
- ❖ **Conflict Mediation**
- ❖ **Team/Function Start-Up**

Trust yourself

Experience tells us that most of the time you do know what you are doing. You are the expert in your core domain area. The challenges businesses often encounter are nuts & bolts issues: organization, clear vision, discipline, management infrastructure, and communication. Sometimes you just need a catalyst.

We can help.

We listen.

We pay attention.

We work with you

