Sve tajne harmoničnog vođenja

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Harmonično vođenje i ICT?

- Smart IT = harmonija s okolinom
- Agile = harmonija unutar organizacija i projektnih timova

Smart World?

- > 3,5 billion people are Internet users, they control 94% of global wealth
- LinkedIn has more than 313,000,000 registered users around the world
- Internet accounted for US$1,672 billion of the global economy, or an average of 2.9% of total GDP
- The world leading 1,318 corporations control 60% of the world market
- There are officially more mobile devices than people in the world (since May 2015, the number of smart phones exceeds the number of toilets)

Smart World?

- Massive Open Online Course (MOOC) project is failing to deliver: course completion rates are less than 7%

- The amount of information stored worldwide is 5.8 zettabytes (10^{21}) of data in 2014; by 2020, this is expected to be 50 times larger than today.

- By 2018, the US will have 190,000 unfilled analytics positions and a shortage of 1.5 million managers and analysts skilled in big dana analysis.

- By 2015, more than 85% of Fortune 500 companies will be unable to effectively exploit big data.

- In 2014, the US is spending US$3 trillion on healthcare (equivalent of Germany's GDP); this will rise to US$4.5 trillion by 2020.

Global IT Trends
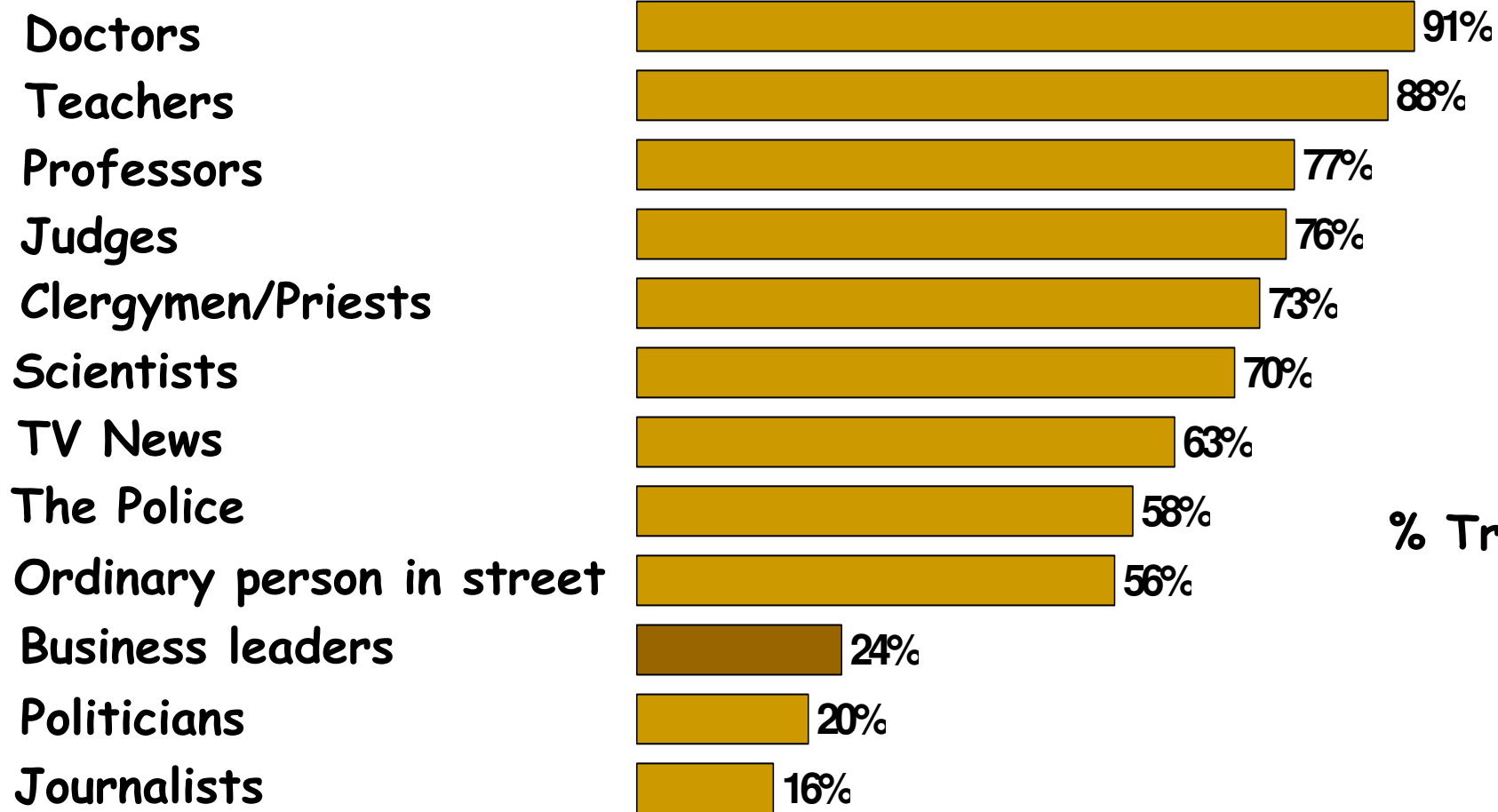
1. **Smart Organizations** - Data-driven business; Big data, big questions, big answers
2. **Smart Machines** - Internet of Things and 3D printing integration
3. **Smart Solutions** – NFC, Apple pay, Google Wallet, e-commerce
4. **Smart and Creative Industries** – fast development of creative industries (culture + IT), accompanied by Gamification
5. **Agile Software Development –** agile teams, tools, culture, coupled with risk-based security and self-protection
6. **Smart and Agile Infrastructure**: Cloud computing, MOOC and e-learning, Crowdsourcing, Crowdfunding...
7. **Agile Culture and Values** – the Internet culture penetrates the companies; Social networks become the internal and external IT infrastructure of a company; self-organization, flexible teams

Smart Places

- Silicon Valey, Silicon Alley in New York City,
- Cambridge Science Park and Tech City London in the United Kingdom,
- Paris Saclay (French government to invest €5 billion),
- Silicon Wadi in Israel, Bangalore in India, Zhongguancun in China, and Hsinchu Science Park in Taiwan
- Skolkovo Innovation City in Russia (Russian government is planning to invest US$4 billion)

The Smart Society

- The great change is taking place:
  - **Technology** (mobile, cloud, IoE, 3D printing)
  - **Institutions** (democracy, market, corporations, universities…)
  - **Culture** (values, e.g. harmonious instead of disharmonious, cooperation vs. competition)
  - **Leadership** (win-win, creativity, multiculturality)
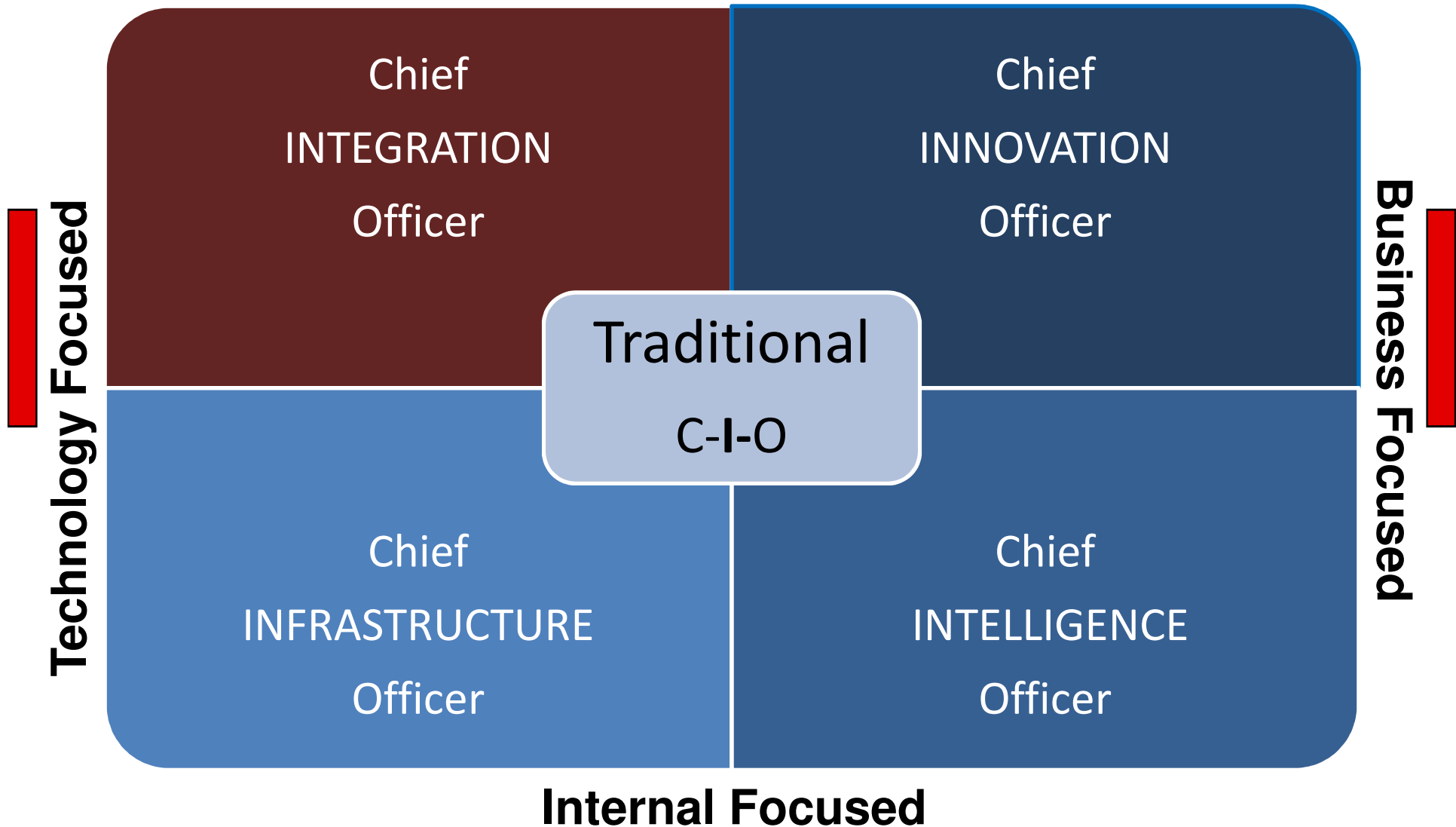 - **Infrastructure** (crowdsourcing, crowdfunding, bitcoin, social networks, cloud…)

The SMART CIO

- Sources of competitive advantage:
  - Better resource management („utility")
  - Better process management („ERP" and „ISO")
  - Better „culture" management („leadership")
- Changing focus in ICT management:
  1. Technology-focused CIO's: Chief infrastructure officers
  2. Business-focused CIO's: Chief BPR officers
  3. People-focused CIO's: Chief „psychologists"

The Four Roles of CIO's

External Focused

Technology Focused

Business Focused

Chief INTEGRATION Officer

Chief INNOVATION Officer

Traditional C-**I**-O

Chief INFRASTRUCTURE Officer

Chief INTELLIGENCE Officer

Internal Focused

Agile and Harmonious CIO's

- The modern CIO – harmonious leader
- Promotor of a new and different **organizational culture,** based on **harmony**

- Internal harmony
- External harmony
- Business harmony
- Technology harmony
- People harmony

AGILE business?
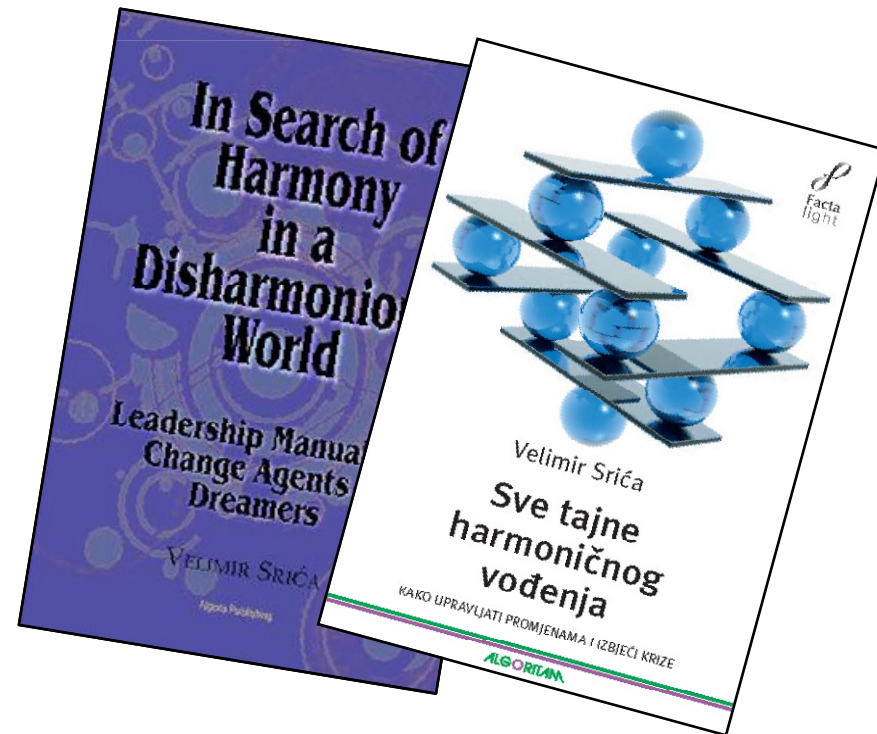
- Harmonious bosses
- Harmonious teams
- Harmonious projects
- Harmonious corporations
- Harmonious economy
- Harmonious society
- Sustainable growth

- „Agile" values

When 'i' is
replaced By 'we'

Even
'illness'
Becomes
'Wellness'

Harmonious ICT Culture

- INTEGRITY
  - Tell the truth
  - Keep your word
  - Take responsibility
  - Admit mistakes
  - Win the right way
- INTELLIGENCE
  - Technology savvy people
  - A combination of intellectual curiosity and knowledge
- MATURITY
  - Respect the emotions of others
 - Handle stress, enjoy life with humor, joy and humility

When I Talk to **Managers**
I get the feeling that
They are Important.

When I Talk to **Leaders**
I get the feeling that
I am Important.

www.PMbody.com

Harmonious Project Teams

- Instead of organizations based on fear: Organizations based on love and **harmony**

- Instead of hierarchies, cubicles, SOP's: Self-organized teams, based on friendship, partnership, common vision, mutually agreed values...

- Instead of bosses and teams appointed by senior management: Boss is the person who calls the meeting and people show up, teams are self-selected

- Instead of bosses being responsible: Everybody is responsible; nobody is allowed to give orders

- Instead of imposed control: self-control and initiative

Shift in Goals
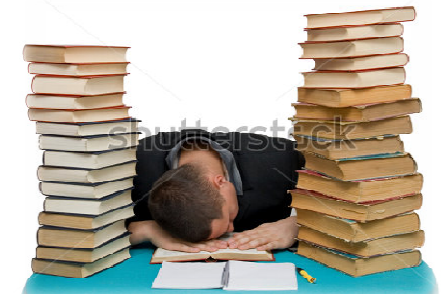
- Profit
- Market share
- Growth

- Satisfied employees
- Satisfied clients
- Satisfied team-mates
- Happy stakeholders and environment
- Overall harmony

THE WINNING BOAT HAS THE SAME WIND AS THE OTHERS, BUT A BETTER CREW

- Culture = behavior = outcomes
- African tribe and a football match
- Coconut island

Smart&Agile Behavior

- Fun at work

- Harmonious relationships

- Efficiency and creativity

- CHO = Chief Harmony Officer

HAVE FUN!

Facta
light

Velimir Srića

Sve tajne
harmoničnog
vođenja

KAKO UPRAVLJATI PROMJENAMA I IZBJEĆI KRIZE

ALGORITAM

Why is Silicon Valley Great?

- Close university-industry relationship (Stanford)
- Entrepreneurship tradition (Shockley, XEROX, Apple, HP, Cisco, Bell Labs, Google, Yahoo, Facebook...)
- Money (40% of the US venture capital)
- Knowledge (San Jose 4.000 patents per year, Sunnyvale 2.000 patents per year)
- Culture and Mentality:
  - Create companies to sell them
  - Reengineering mentality („radical" innovation)
  - Failure is a source of learning: Startup environment
  - Focused on process and product design
  - Overall lifestyle and **HARMONIOUS CULTURE**

50 Rules of Harmonious CIOs

- CIOs are entreprising: *they assist CEOs in strategy*
- Leaders learn and unlearn: *they bring new ideas, faster*
- Leaders choose the right people: *they are not just „experts" but salesmen*
- Leaders love ideas: *they are innovation-oriented*
- Leaders organize and disorganize: *infrastructure and „reengineering"*
- Leaders catch you in doing your best: *Soft Skills*
- Leaders want everyone to win: *Soft Skills*
- Leaders think Kaizen: *Soft Skills*
- Leaders love consensus: *Soft Skills*
- Leaders are generous: *Soft Skills*
- Leaders see through the eyes of others: *Soft Skills*
- Leaders think more and work less: *Soft Skills*
- Leaders dislike bureaucracy
- Leaders prefer binoculars to the rear-view mirror
- Leaders care…
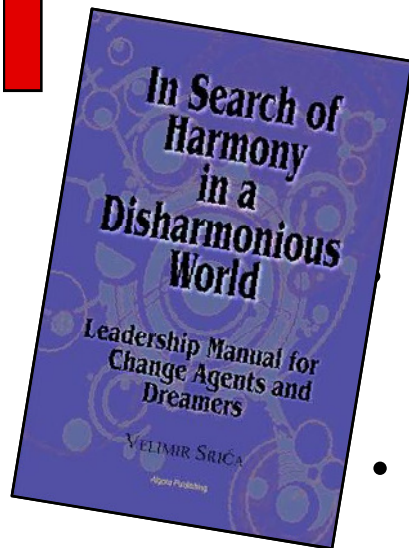
- **CIO Leadership is all about PASSION for technology, teams, projects, goals, solutions, change...**
- Otherwise, why Bother?

- Harmonious (Smart& Agile) CIO's are innovative, business-minded, soft-skills-equipped people who lead with PASSION!

A Few Examples

- Googleplex, W.L. Gore & Associates, dm, Infobip, Tech City, Reading Thames Valey Project, Creative Hubs
- [Teddy the Guardian](#)
- **Fabrica**: 'an educational institution, research workshop and studio with a desire to positively impact upon social and cultural change'
- **Bethnal Green Ventures**: 'is an accelerator program for people who want to change the world using technology'
- **Watershed**: 'is a cross-artform venue and producer - sharing, developing and showcasing exemplary cultural ideas and talent'
- **Repair Café**: 'is a global network of free meeting places and they're all about repairing things: together'

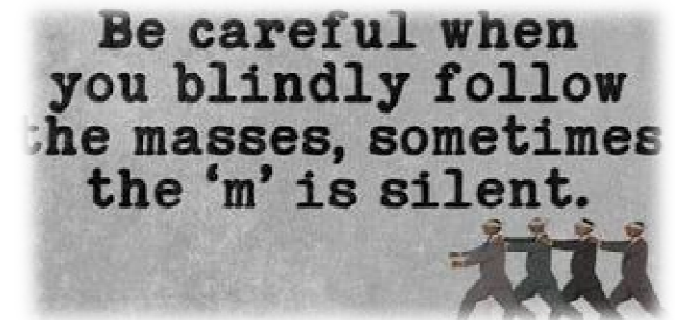# Reshaping the ICT Future

- The story of five monkeys

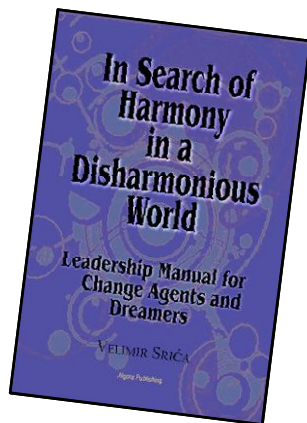- Change or die
  - Alan Deutschman

- We are all for change, but...

- Nothing is stronger than the idea whose time has come!
- In order for your dream to come true, you must have a dream first!
- You must share it with others!

Thanks for your attention!

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