Up, up and away

THIS WEEK'S TOPIC: What are the most important attributes of an excellent organisation? Why is it necessary for your firm to continue to scale new heights?

Roland Smith
Vice-President and Managing Director
Center for Creative Leadership (CCL) Asia Pacific

EXCELLENT organisations create the conditions wherein humans flourish. The human element is an organisation’s most valuable resource in determining business excellence and sustaining a competitive advantage.

Today's volatile and competitive business environment calls for the greater focus on decisions leading to talent sustainability. Most organisations are in the talent maintenance mode and some even make decisions that lead to the loss of human energy and commitment.
It requires leaders with learning agility and the ability to develop the next generation of contributors. Organisations can then continuously attract, develop, retain and engage the talents needed for current and future success. Most organisations want an innovative culture but may not be willing to invest time, energy, resources and acceptance of failure to create it.

Ultimately, scaling new heights requires a people-first mentality - working with them, not through them - to promote and support an innovative and committed culture to drive business results. Good leaders make a difference, great leaders make the future a reality.