

The Art of Sustainable Performance[©]

Slides Bas Kodden (for personal use only)

M: +3163447358

W: www.sebastiaankodden.com

E: Bas@Kodden.net

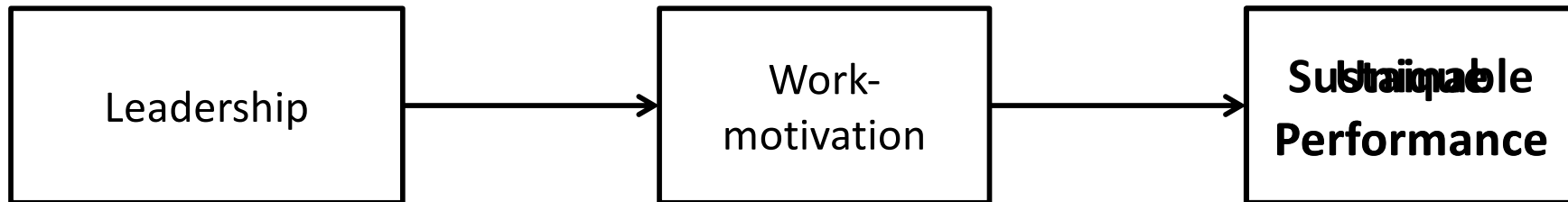
#showmustgoon

#zoomout

The Art of Sustainable Performance[©]



The Art of Sustainable Performance[©]



The Art of Sustainable Performance[©]



The Art of Sustainable Performance[©]



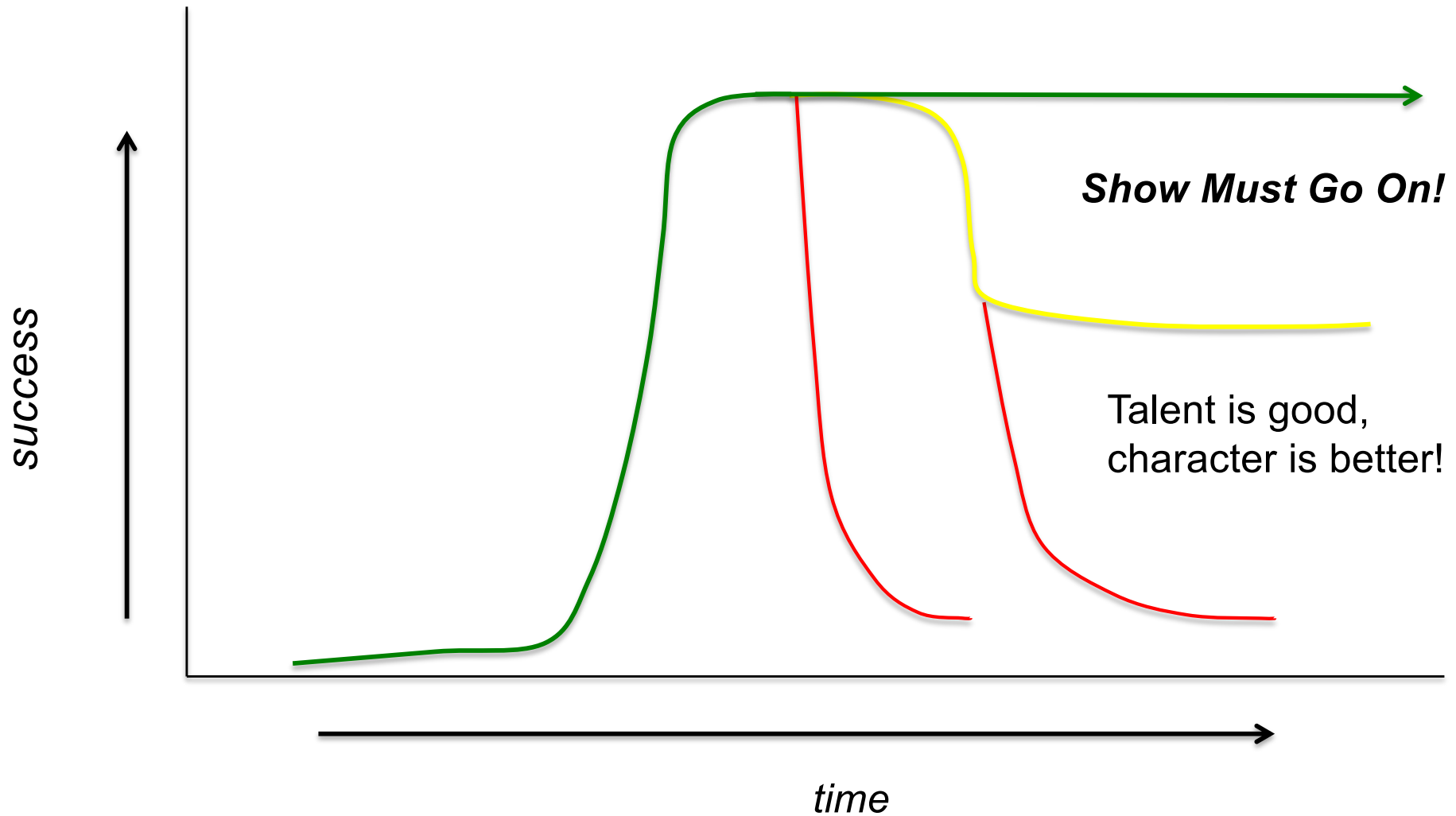
The Art of Sustainable Performance[©]



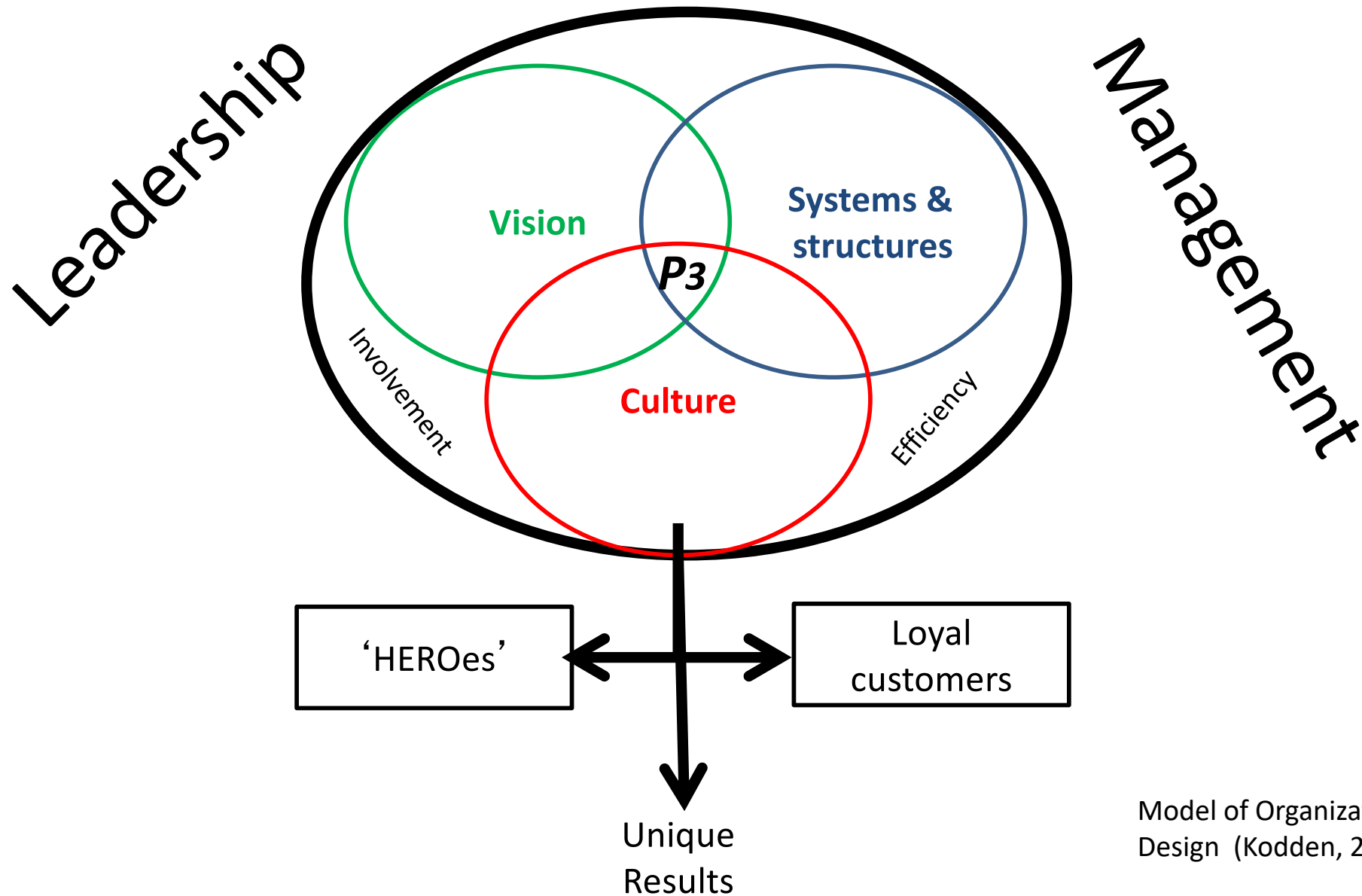
The Art of Sustainable Performance[©]



The Art of Sustainable Performance[©]



The Art of Sustainable Performance[©]



Model of Organizational Design (Kodden, 2013)

The Art of Sustainable Performance[©]

Today:

From HERO to Legends

Unconscious, Conscious... Competent!

#zoomout

The Art of Sustainable Performance[©]

“What does it take to continue to perform?”



The secret of sustainable performance:
to measure = to know

The Art of Sustainable Performance[©]

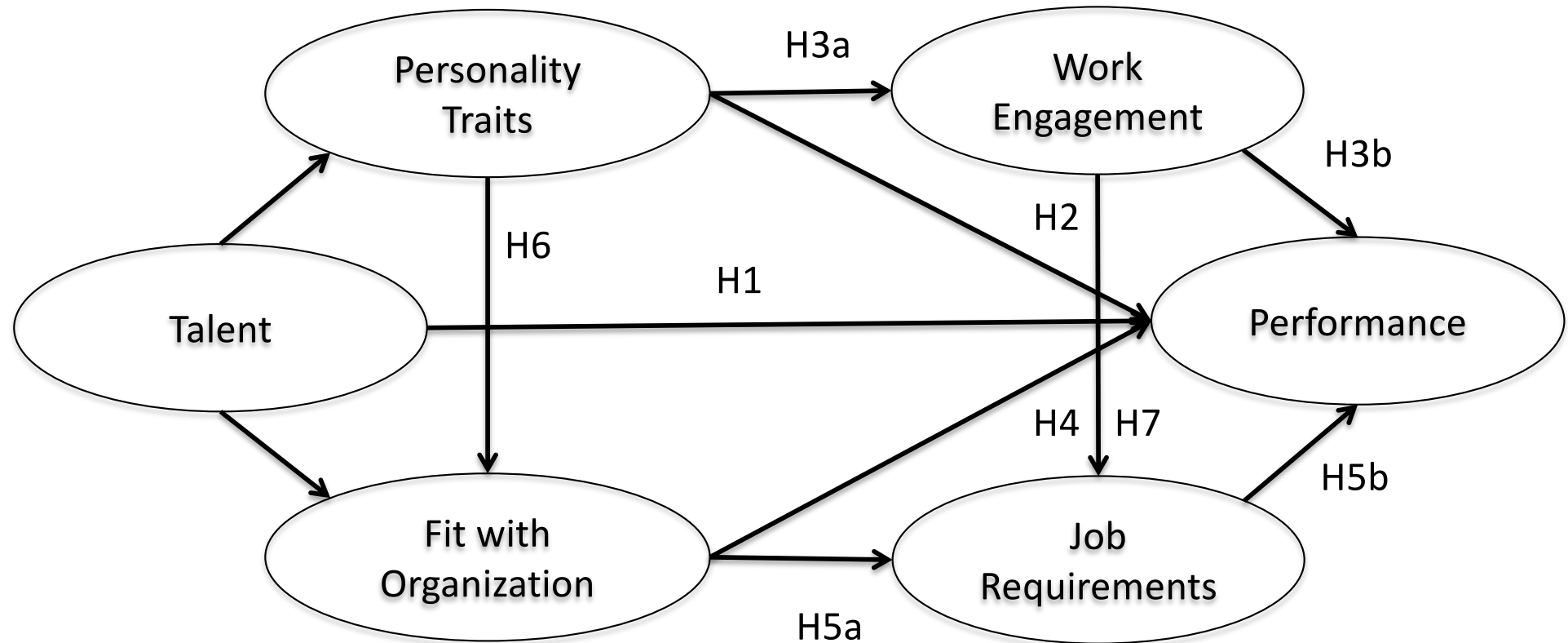
Predictors Of Performance



“To what degree are certain personality traits and success criteria important for sustainable performance by professionals in The Netherlands?”

The Art of Sustainable Performance[©]

Predictors of Performance



The Art of Sustainable Performance[©]

1 = Talent

2 = Willpower (Personality traits)

3 = Self-control (Personality traits)

4 = Intrinsic motivation (Personality traits)

5 = Extrinsic motivation (Personality traits)

6 = Optimism (Personality traits)

7 = Self-esteem (Personality traits)

8 = Stress-resilience (Personality traits)

9 = Self-efficacy (Personality traits)

10 = Adaptability (Personality traits)

11 = Self-confidence (Personality traits)

12 = Intelligence (Personality traits)

13 = Ambition (Personality traits)

14 = Vitality (Work engagement)

15 = Dedication (Work engagement)

16 = Absorption (Work engagement)

17 = Fit with corporate culture (Fit with the organization)

18 = Fit with management style (Fit with the organization)

19 = Fit with physical job requirements (Job requirements)

20 = Fit with mental job requirements (Job requirements)



The Art of Sustainable Performance[©]

Most important performance criteria:

- ***Self-efficacy*** **1**
- Adaptability 2
- Fit with mental job requirements 3
- Intrinsic motivation 4
- Intelligence 5
- Dedication 6
- Vitality 7
- Fit with management style 8
- Talent 9

The Art of Sustainable Performance[©]

However, selection criteria CEO's:

- ***Talent*** **1**
- Intrinsic motivation 2
- Intelligence 3
- Fit with corporate culture 4
- Self-confidence 5
- Dedication 6
- Willpower 7

The Art of Sustainable Performance[©]

Most important performance criteria:

- ***Self-efficacy*** **1**
- Adaptability 2
- Fit with mental job requirements 3
- Intrinsic motivation 4
- Intelligence 5
- Dedication 6
- Vitality 7
- Fit with management style 8
- Talent 9

The Art of Sustainable Performance[©]

Self-efficacy

*How much % in an average workday
do professionals optimally use their strengths?*

The US & UK professionals only 15-17%

(Buckingham, 2001)

The Art of Sustainable Performance[©]

Self-efficacy (as individual)

Don't look for the perfect function. Look for the perfect

Environment!

The Art of Sustainable Performance[©]

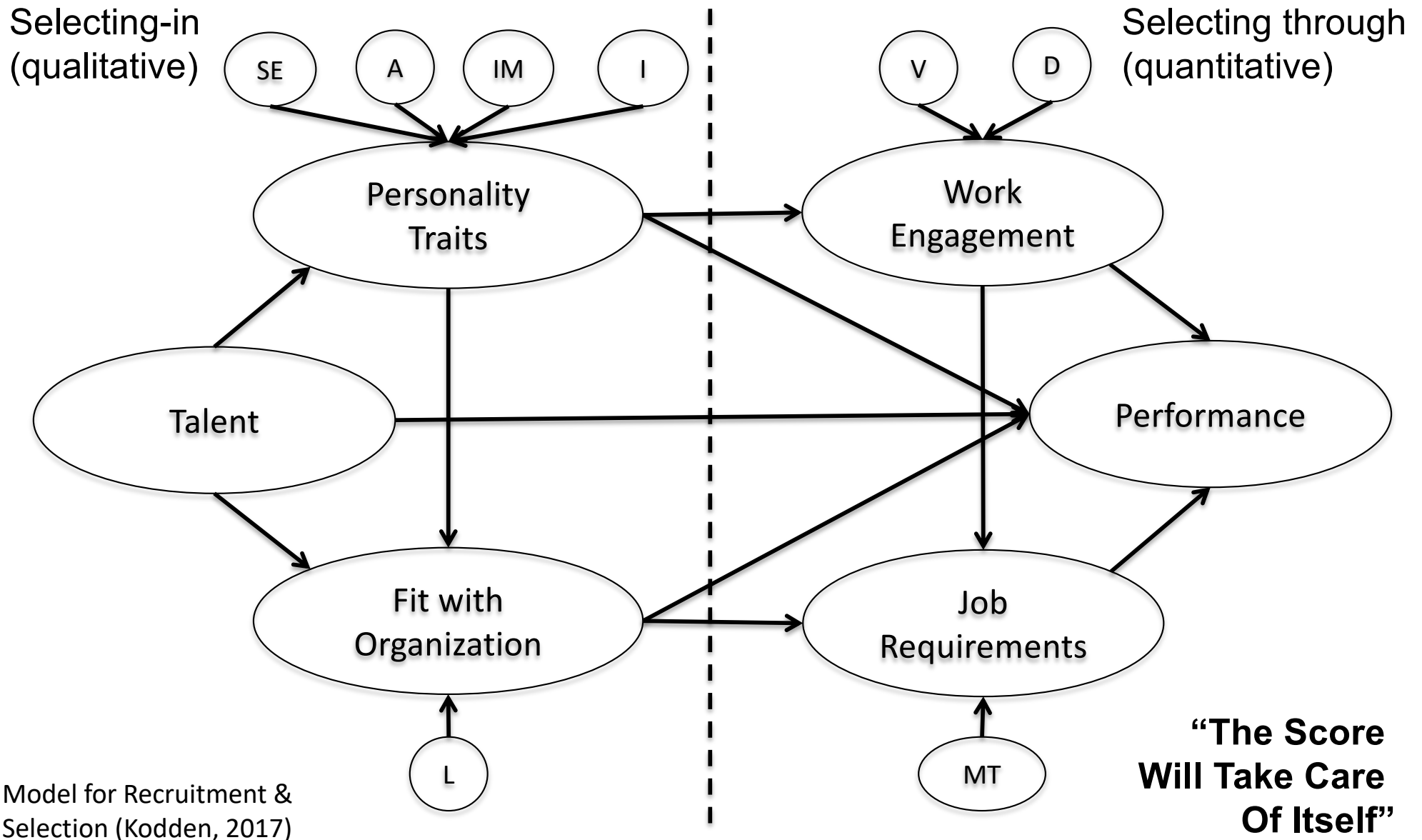
Self-efficacy (as organization)

Don't look for the perfect candidate (degrees + experience).

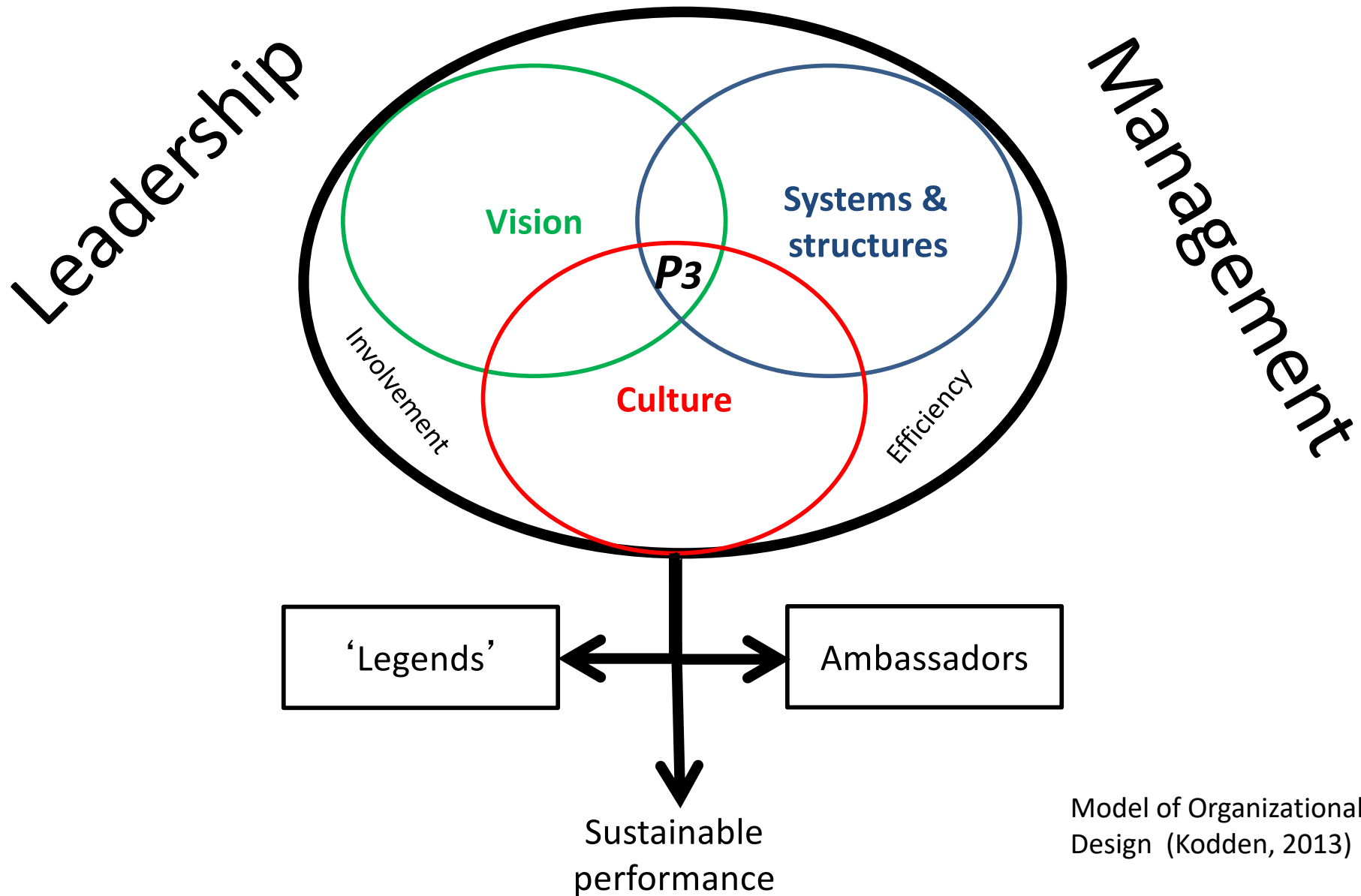
Look for the perfect

Character!

The Art of Sustainable Performance[©]



The Art of Sustainable Performance[©]



The Art of Sustainable Performance[©]



The Art of Sustainable Performance[©]

“To leave the jersey in a better place”



“‘Talent was irrelevant. We used matrices to back intuition’, because there are certain stats in rugby that determine the player’s character.’

The Art of Sustainable Performance[©]



Mana:

Engagement (HERO)



Ubuntu:

Organizational Fit



Whanau:

Self-efficacy



Whakapapa:

Purpose (Legends)

The Art of Sustainable Performance[©]

From HERO to Legends

Talent is good, character is better!

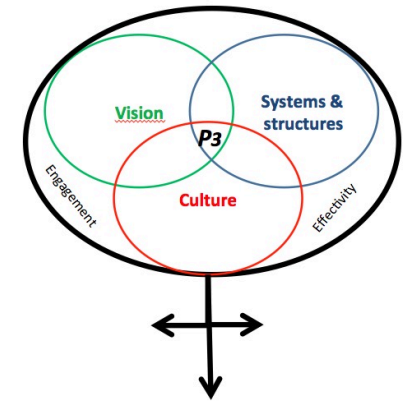
Show Must Go On!

#zoomout

Summary

5 P's for high performance organizations:

- Whakapapa - Create a higher **Purpose (P1)**;
- Mana - Hire the right **People (P2)**;
- Ubuntu - Build a strong organizational culture based on strict **Principles (P3)**;
- Whanao - Enhance **Partnership**: employees are the main - if not only - asset for future success (**P4**);
- Haka - Inspire employees to be more **Passionate (P5)** – build HEROes in your organization!



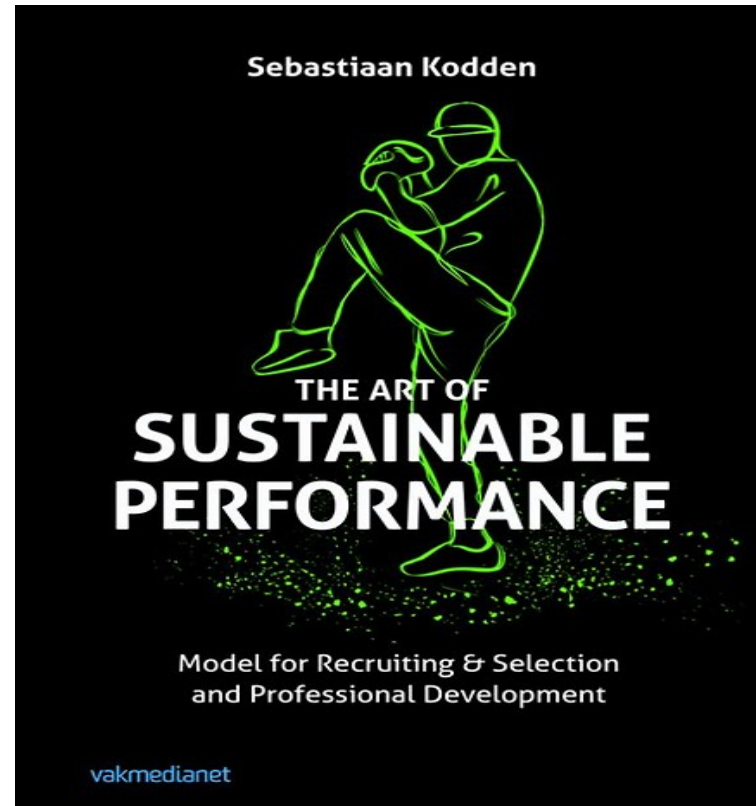
The Art of Sustainable Performance[©]

More information?

★★★★★

Managementboek.nl

“Incredible book”



★★★★★

Bol.Com

*“Impressive
Game Changer”*

THANK YOU!