



CHAIRMAN'S NETWORK

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3 things I have learned as Chairman

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- The less I do the more I get done. In other words get others to do as much as possible. Often the temptation is to keep a few bits and pieces to do yourself but this can be time-consuming and can detract from your ability to see the big picture. It's up to you to tie everything together so the more time and space you have to do this the better will be the organisation.
- When devising strategy choose the one you CAN do best not the one you would LIKE to do. So look at your competencies, what can you be a market leader in, and develop that.
- Think win-win. It's not my idea (I got it from Stephen Covey) but I use it whenever possible e.g. during a recent salary review with a member of staff who was internally focussed and under-paid as a result. By increasing his bonus on external (chargeable) work, we have changed his focus to where we want it to be and he earns his proper salary.