

# Factors that Determine Business Success

## LAMERE Business Systems

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### **ENERGY**

- The level of physical, vital, and mental energy in the firm
- The intensity and vibrancy of the energy
- The degree to which the company is a stimulating and creative place to work
- (level of energy is determined by all other factors in this document)

### **ENERGY CONVERSION**

- The degree to which raw energy is converted into maximum results.
- The degree to which the company's direction is organized into strategies that are carried out through high skills and right attitudes.

### **DIRECTION**

#### VISION

- People at top have clear vision of what they want their business to be
- Leaders have a vision they and their employees believe in
- Leaders communicate the vision message at all levels all of the time

#### STRATEGIC PLAN

- People at top have a strategic plan that ties into their vision
- The plan gives direction to the vision
- There is a mission and goals in the plan
- The best, most creative strategies are targeted for each goal
- The higher ups engage staff at various levels to contribute to the plan.
- The adopted strategies become to dos that are scheduled to be executed in a timely manner

- The leaders have an intense aspiration and will to see the plan forward
- There is decisiveness on the part of leaders for the plan to be executed
- There is total buy-in of the plan by top management
- People throughout the organization fully aware of the details of the plan
- There is razor focus on executing the plan
- Goals are executed as planned in a timely manner; precisely as planned.
- There is flexibility to change the plan as conditions dictate
- People have the necessary skills, time, resources, to execute the plan
- Business Values are targeted in the plan
- Values for goals are established, or values themselves are goals
- Values are implemented at every level of the organization (in job positions and duties, operating procedures, activities, systems, projects, etc.)
- Strategic planning is a continuous function in the organization

### **MARKET OPPORTUNITIES**

- Being aware of opportunities in the market
- The ability to seize market opportunities when they present themselves
- Being fully awareness of changes in one's industry, and opportunities presented
- Awareness of new developments in society; perceiving the waves of social change
- The ability to develop corresponding products & services to meet the social change
- Discovering areas of the market that are not being addressed, fulfilled.
- Being aware of the key drivers of change in society.

- Being aware of the drivers in society of Technology, Education, Democracy & Human Rights, and Organization
- There is a clearly targeted market, and a plan to back it up
- Constant monitoring customers interests, needs in developing products & services
- Ability to create new products & services the customer is not even aware of
- Expansion commensurate with firm's capacities to meet its requirements

### **MARKET VALUES**

- Doing whatever the customer requires
- Responding to customer needs – in terms of responsiveness, speed, flexibility, reliability
- “Customer Delight” is what the firm strives for
- Going the extra mile for the customer
- A psychological philosophy of ultimate self-givingness to customers
- The ability to garner the complete trust of the customer.
- Learn from customers every step of the way to improve its products & delivery
- Quality of products & services in hands of user
- Use of automation and new technologies to maximize marketing and sales efforts

### **TECHNOLOGY (includes products & services)**

- Right mix of products and services
- Aware of the driver of Technology in society.
  - e.g.-
  - New Business Models – e.g. Airbnb, Uber, BitCoin
  - IT Everywhere – Phones, Apple Pay, “Internet of Everything”
  - Supply Chain Revolution – Amazon, Expedia
  - Value Chain Revolution – Custom Orders, On Time Delivery

- Quality of products & services constantly measured
- Maximum use of technology internally; for operations and for quality of products
- The ability to contemplate new possibilities and directions for products or services.
- The ability to utilize the latest technologies internally and in products or services.
- Have the right mix of products and services

### **TECHNOLOGY VALUES**

- Constant improvement in any facet of technology
- Constant Innovation in any facet of technology
- Awareness of new developments in technology areas
- Values like ease of use, simplicity, reliability, easy access, right price, etc.
- Valuing technology itself

### **ORGANIZATION**

- The level of cleanliness and orderliness throughout
- Proper attention given, maintenance, etc. to all physical objects, machines, devices
- Degree of Systemization in firm; Systems are well-defined and maximized (effective, streamlined)
- Activities are well-defined and maximized
- Activities are systematized to the maximum
- Right hierarchy of Job positions (org chart)
- Lines of authority are clearly delineated
- Individual Job are well defined
- Job requirements are defined in detail
- High priority tasks in a job are prioritized, and lesser ones delegated as necessary
- Delegates unessential work and give them the goals and a free hand (i.e. authority) to do the job.

- Standard operating procedures (SOPS) are developed for all activities
- Projects are defined, on schedule, within budget, are being executed well, etc.
- Constant measurement of performance, productivity of systems, activities, jobs, projects
- Cooperation among Entities (such as among activities, jobs, systems, departments, divisions, etc.)
- Coordination among Entities (meaning the details are working in harmony among entities) Integration among entities (meaning there is a perfect, detailed, harmonic interrelationship among entities)
- Free flow of information in the firm
- Dissemination of necessary information internally and externally
- There is constant feedback from the staff to management; including problem areas
- The ability to more highly organize or reduce bureaucracy, depending on which is needed.

### **ORGANIZATIONAL VALUES**

- Belief in the power of organization
- Teamwork
- Non-wastage (maximum utilization) of resources – people, materials, money, etc.
- Efficiency
- Smooth operations
- Productivity
- Punctuality
- Speed of operations
- Reliability (on time performance)
- Cooperation
- Collaboration
- Integration
- Perfection

### **ORGANIZATIONAL CHANGE IN SOCIETY**

- ❖ Being aware of organizational changes in society
- ❖ Industries, supply and delivery, activities/processes, production, etc. are being completely altered
- ❖ New forms of organization in every industry, e.g.
  - Apple iPod (music industry)
  - Amazon (digital books)
  - nBnB (rent out homes)
- ❖ New Organization of supply/delivery, e.g.
  - Online purchasing. Short notice delivering.
  - “Shared Economy.” Lift enables ride sharing for commuting.

### **PEOPLE**

- Employing the right staff; the best people for the job
- Testing people before you hire them in (make sure they have the necessary skills)
- Hiring people who are motivated, enthusiastic
- Hiring people who share the same values
- Staff is aware of company vision and goals
- Staff is aware of the values of the company
- Staff is fully cognizant of their ongoing responsibilities
- Skills of people are always being optimized
- The team/staff always knows what is going on
- There is excellent communication among the staff at all required levels
- There is constant feedback from the staff to management; including problem areas
- Gives people challenges and have them meet them
- Build inner motivation through a sense of accomplishment
- A deep sense of pride developed

- Create pride by indicating staff that they are doing well; that they improving, changing lives, etc.
- Celebrates all the good that happens and in achieving short-term goals
- Be generous with sincere praise
- Recognition what people are doing for the company
- Continually invest in people; building their capability to do their job and advance their career.
- Puts everyone on a bonus plan so they can share in the company's success

### **PEOPLE VALUES**

- Deep sincere concern and care for staff
- Giving people maximum attention
- Develop the full potential of people
- Respect for others' positions, opinions, etc.
- Learning from one another
- Trusting in, having faith in one another
- Trusting in your subordinates, superiors to do the job

### **FINANCE, MONEY**

- Successful management of cash flow
- Solid cash flow and availability of funds
- All collectable are collected on time, the same with paying out on receivables
- Circulating money rather than hoarding costs
- Keeping costs to the minimum
- Maximum utilization of funds; non-wastage
- Seeing money in or not in as a reflection of positive or negative attributes of firm

### **FINANCIAL, MONEY VALUES**

- Seeing money as the result of success, not a goal in of itself
- Not being a slave to money
- Not constantly worrying about money
- The focus on profits not for selfish wants, but as a measure of success.

- Financial success in company for our own selfish needs vs. benefit to the organization

### **VALUES - PSYCHOLOGICAL**

- Truthfulness, honesty, being forthcoming
- Delivering on what you promise (integrity)
- Accuracy of information
- Timeliness of result
- Individuality, thinking for one's self
- Tolerance, open-mindedness
- Respect for others' positions, opinions, etc.
- Endless progress
- Harmony of purpose

### **SOCIAL VALUES**

- Quality of relations with community
- Positive developments with community indicates right, higher attitudes, values
- Quality of relations with board

### **CORPORATE ATMOSPHERE**

- Positive atmosphere in company in country, community
- Great energy in firm (which can express quietly or through brisk movements)

### **ATTITUDES, HABITS**

- Evaluation of attitudes throughout the company
- Attitudes about others, work, life, self are constantly evaluated
- Negative attitudes are identified and means of overcoming them are devised.
- Negative attitudes attract negative conditions
- Overcoming negative attitudes attract positive conditions
- A generally positive attitude, including optimism, and cheerfulness, attracts positive conditions
- Bad motives, habits, are also evaluated

- The ability to shed old, dead habits.

### **PSYCHOLOGICAL STRENGTH**

- Psychological strength over weakness
- Stays true to one's values, despite external pressures
- Have strength to do the right thing in face of life's tensions
- Crisis are addressed without panic, in quietude
- Sees difficulties as challenges, or even as opportunities
- (Yet knows when to retreat and not insist, confront negatively, etc.)

### **HANDLING CHALLENGES**

- The ability of the company to handle crisis.
- Ability to stay positive in a difficult situation
- Doesn't let problems fester; addresses them head on
- Urge to get at the source of problems, rather than not go the extra step.

### **CHANGE, REINVENTION, ENERGY**

- The ability to remain fresh and vibrant.
- The ability to reinvent itself.
- Not to be addicted to past successes
- Always wanting to march toward and embrace the future; to move into entirely new directions
- The ability to quickly shift gears based on conditions. (flexibility light-footedness)
- The ability to dismantle the old to adopt the new when needed

### **SPIRITUAL**

#### **CALM, STILLNESS**

- Practicing calm and equality of being when problems arise.
- Degree of patience over impatience
- Avoid over-expectation, anticipation, predicting

### **SILENCE**

- Practice inner silence whenever possible
- Reduce the volume of speech; practice soft speech
- Reduce the quantity of words spoken to the minimum
- Eliminate thinking when possible to evoke the intuitive sense that brings knowledge
- In the right instances forgetting a problem can help solve it.

### **RELATIONS WITH OTHERS**

- Practice non-reaction to the intensities of others
- Taking responsibility instead of blaming
- Never blaming others
- Constantly catching ego movements
- Constantly moving from ego state to harmonic state
- Avoid complaining as much as possible
- Avoid complaining unless you can devise positive strategies
- Taking the other's point of view, even when it seems wrong (it will attract!)
- Value of Harmony of purpose

### **CONSECRATION, SPIRITUAL FORCE**

- Consecration; opening to the spiritual Force
- Consecrate important occasions, individual acts, problems that arise, personal limits, opportunities, etc.
- Do whatever you can to maximize

### **ENERGY**

- Energy is maintained by not dissipating it
- If energy is low, wait for it to rebuild before resuming action
- Being silent can invigorate; increase energy
- You can also "call energy" into yourself from the universe

## **LIFE PRINCIPLES**

### **OVERVIEW**

- There are a number of principles reflecting the subtle character of life

### **LIFE RESPONSE**

- One is inner-outer correspondence
- See the relationship between outer conditions and inner attitudes, motives, habits, behaviors actions
- Overcoming inner negatives to corresponding outer conditions
- Become aware of life response phenomenon
- Life on the outside instantly or quickly responds to our change of consciousness within

### **ON INITIATING, OPPORTUNITIES**

- Be discriminating when it comes to initiatives.
- when we initiate on our own, without life compelling us to, success happens less often
- When life takes the initiative and asks us to follow the opportunity and we do, there is greater chance of success.
- See relationship between life initiatives, opportunities and our consciousness
- Do not fail to take up life's initiatives that come to us, as they are opportunities
- Seizing opportunities them when they arise is key to success

### **PRINCIPLES OF ACTS**

- There are a number of subtle life laws related to acts
- Often the first meeting or connection with something someone, will indicate the final outcomes
- Life repeats over and over unless there is a new force to counter it.

- If you identify negatives that keep repeating, bring a higher consciousness to bear to overcome it.

### **PERCEPTION OF POSITIVE AND NEGATIVE**

- See negatives as positive in disguise
- See negatives as more intense forms of the positive
- See negatives as opportunities in disguise.
- See failure as a means of acquiring knowledge for future success

## **OTHER**

### **PERFECTION**

- Perfection of any work will lift one to the stars.
- Perfection is to examine all of the factors for the success of an undertaking and to fulfill all of them 100%

### **MOVING TO NEXT LEVEL**

- Exhaust your capacities at the current level and you will be taken to the next level.
- If you try to reach beyond your capacities, you can quickly fall down.

### **DECISION MAKING**

- Collaborative decision making when possible
- Ability to make decisive decisions on one's own
- Making right crossroads decision
- Choosing in the higher consciousness direction (eg what is good rather than expedience; that is helpful rather than harmful, etc.)
- Decisions should support company values
- Thinking outside the box to make decisions

### **INDIVIDUALITY**

- Developing a culture of true individuality
- Develop entrepreneurial spirit in the firm
- Encourage staffers to take initiative.

## THE LIVING ORGANIZATION

- Integrating all aspects within the firm; and the within to without

## LEADERSHIP

- Balance of sensitivity and strength
- Lead by example
- Take responsibility; don't blame
- Decisiveness when required
- Do what's right
- Understand your people
- Focus on the company's objectives
- Restate the latest goals, circumstance
- Implement company's values everywhere
- Get involved, don't remain aloof
- let everyone know what is required of them
- Communicate often
- Listen to others' views, consider the best ones, and then have staff act on them
- Learn to negotiate as necessary
- Be fully aware of the requirements of your job
- Value time, effort, resources, etc.
- Value people; respect them at all costs, which will help you win their respect
- Give them short missions that they can succeed at, and then praise them when they succeed
- The degree to which top management is constantly developing their consciousness at all levels

## FIVE GROWTH ENGINES

- Regular measurement of the success engines in the company: Market, Organization, Technology (products & services), People, & Finance
- Maximizing, Constant raising the power of each of the engines
- Regularly raising the two weakest engines
- Incorporate the raising of the capacity of each engine in the strategic plan