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Social Intelligence and Project Leadership



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IN BROKEN IMAGES

*He is quick, thinking in clear images
I am slow, thinking in broken images
He becomes dull, trusting his clear images
I go on, mistrusting my broken images*

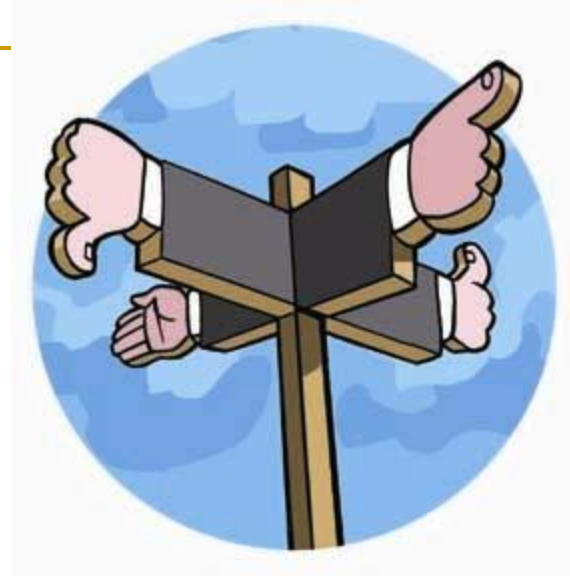
*Trusting his images, he assumes their relevance
Mistrusting my images, I question their relevance
Assuming their relevance, he assumes the fact
Mistrusting their relevance, I question the fact*

*When the facts fail him he questions his senses
When the facts fail me I turn back to my senses
He continues, quick and dull through his clear images
I continue slow and sharp through my broken images*

*He in a new confusion of his understanding
I in a new understanding of my confusion.*



Questioning the clear images



- Goals of an organization
- Goals of a project
- Leaders vs. administrators
- Professional vs. social intelligence
- Natural vs. Imposed teams
- Skills vs. attitude
- Project management and control
- Business administration vs. Business innovation
- Worker of the future...

Learn or Unlearn?

- The problem is never how to get new, innovative thoughts into your mind, but how to get the old ones out!



Modern (?) Corporation

- The corporation as we know it, which is now 120 years old, is not likely to survive the next 25 years. Legally and financially yes, but not structurally and economically.

Peter Drucker, 2001

- **Organizations based on fear, why not based on love**
 - **Hierarchies, cubicles, pidgeon holes**
 - **Please the boss or the client?**
 - **Leader is the person who calls the meeting and people show up**
 - **Nobody is allowed to give orders in a team**
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What are the Goals

- Satisfied employee
- Satisfied client
- Sustainable growth

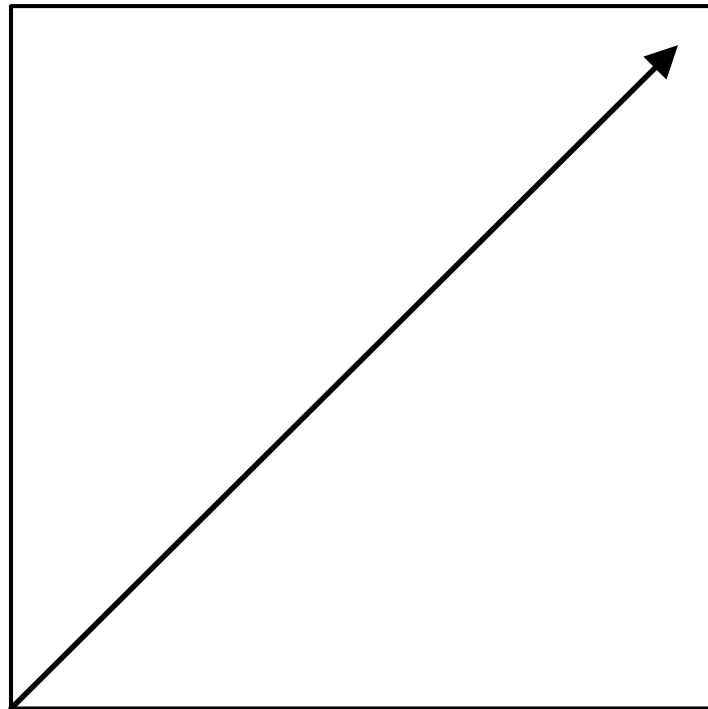
- Profit
- Market share
- Growth



Social or Professional?!

IQ

Professional
Competence
(Knowledge
and Skills of
the Trade)



EQ

Emotional Competence
(Social Skills)



Scenario X or Y!

- Morning film
- Satisfied employees produce 40% better results
- Think positive!



What do we want from people

OLD PARADIGM

INTELLIGENCE

DILLIGENCE

OBEDIENCE

INITIATIVE

CREATIVITY

PASSION



NEW PARADIGM

PASSION

CREATIVITY

INITIATIVE

INTELLIGENCE

DILLIGENCE

OBEDIENCE

Project team formation

■ Leader

■ Leader

■ Leader

Team members

Team members

Team members



MBA (Master of Business Administration)



- analytical, pragmatic, rational, structured and organized.
- accustomed and trained to search for *clear images*,
 - to plan, to organize, to control and to evaluate a project in a well structured and standardized way

MBI (Master of Business Innovation)

- *attitude* of leadership, creativity, reengineering, innovation, harmony, social and emotional intelligence, multiculturalism
- Masters of change
- Innovators
- Reengineers
- Charismatic



Internet as a metaphor

- Endless creativity
- Full adaptability
- Inspirational environment
 - Ideas compete on equal footing
 - Hackers are heroes
 - Tasks are selected, not administered
 - Authority is not based on position
 - Hierarchies are natural, not imposed
 - Teams are self-organized
 - Leaders serve
 - Resources are attracted and not budgeted...



Company (Team) based on love



- **Work should be all about love!**
- Passion, Enthusiasm, Appetite for Life, Engagement, Commitment, Great Causes, Determination to Make a Damn Difference, Shared Adventures, Bizarre Failures, Growth, Insatiable Appetite for Change...
- Otherwise, why Bother?

Tom Peters

Key goals in business

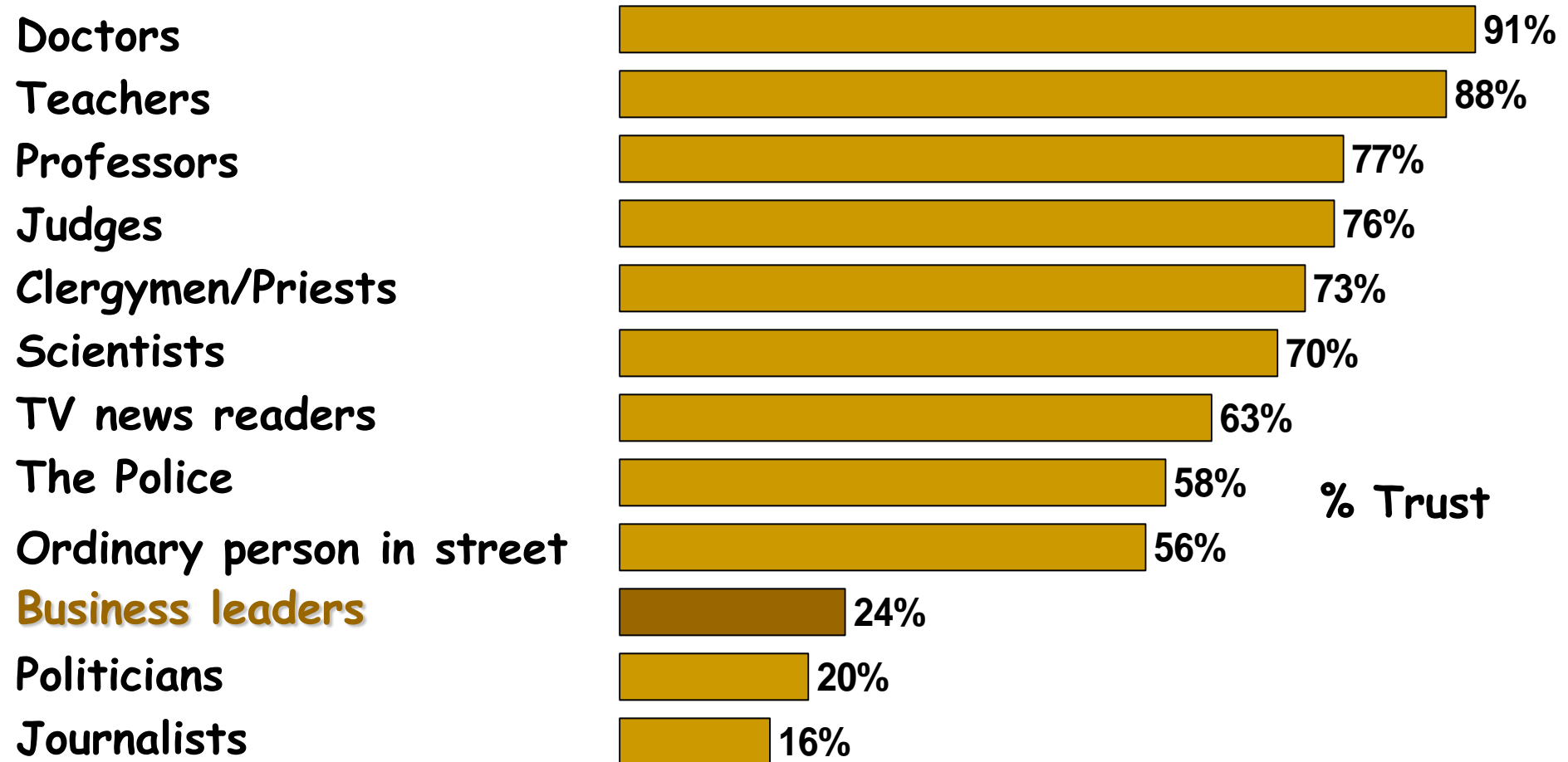
- What is the meaning of (business) life or a project?
- Hope
- Head
- Heart
- Hand
- Harmony



Trust in the Integrity of Business

Question:

Who would you generally trust tell the truth?



Base: 2,017 British adults aged 15+,

February 2005 Source: MORI/BMA

Worker of the Future

- Decides when, where, with whome to work
 - Selects his team
 - Treats everybody else as a client
 - Does not let formal organization run his life
 - Wants to be taken seriously
 - Asks from a boss to serve and inspire
 - Actively participates in strategy setting
 - Works without control because he loves the work
 - Does at work what he does the best
-

Thanks!

Comments,
questions,
suggestions?



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