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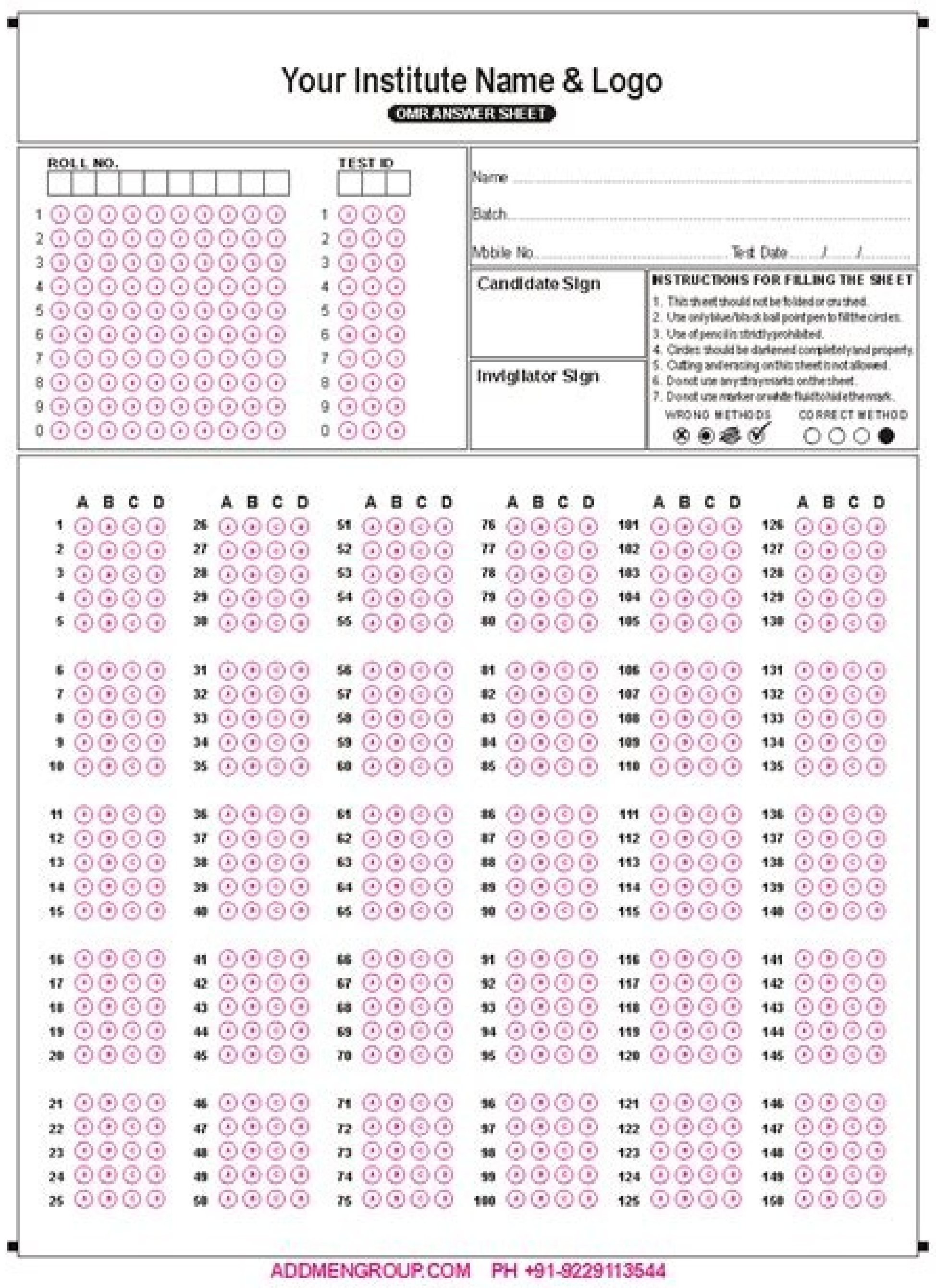

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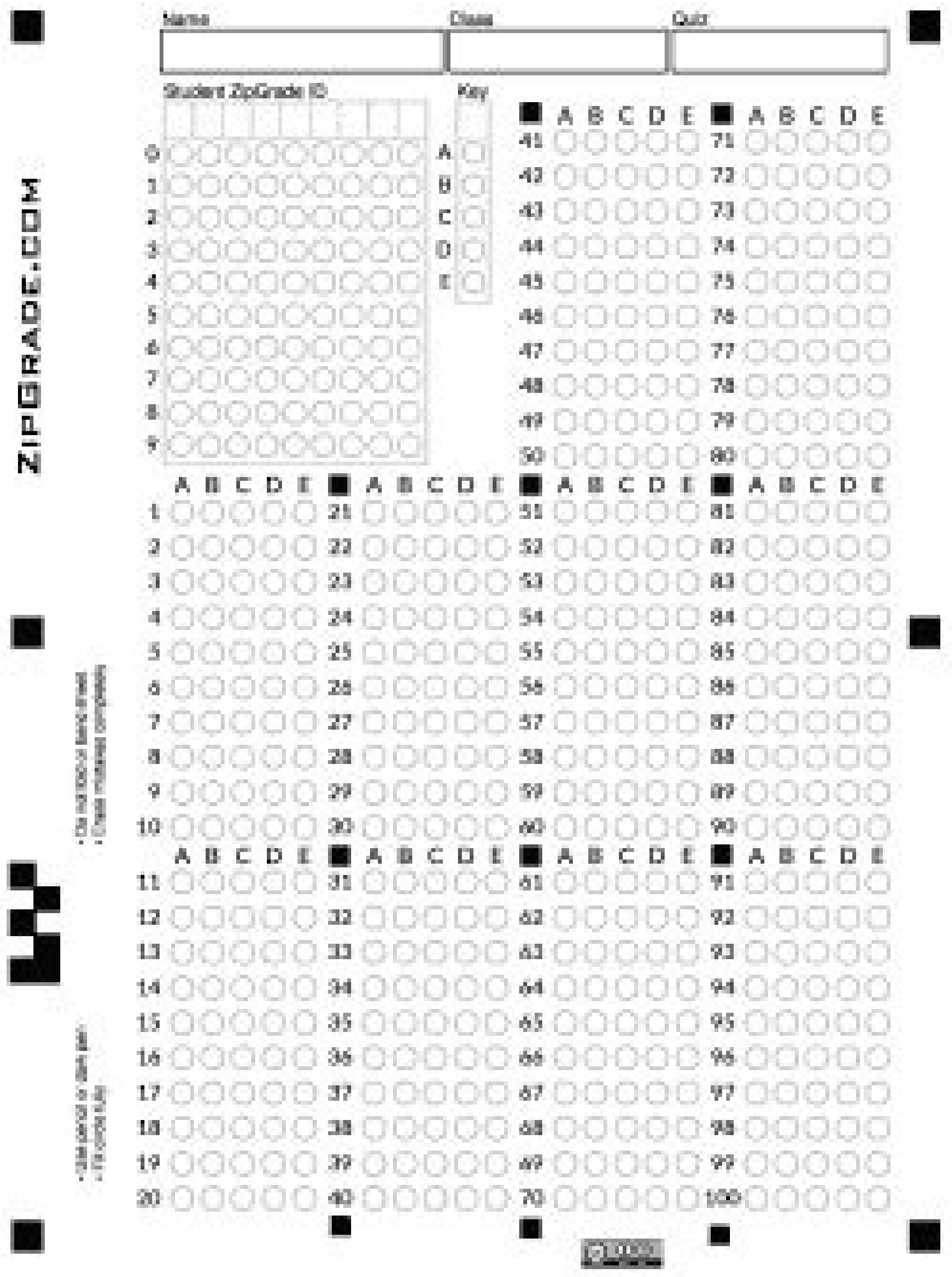

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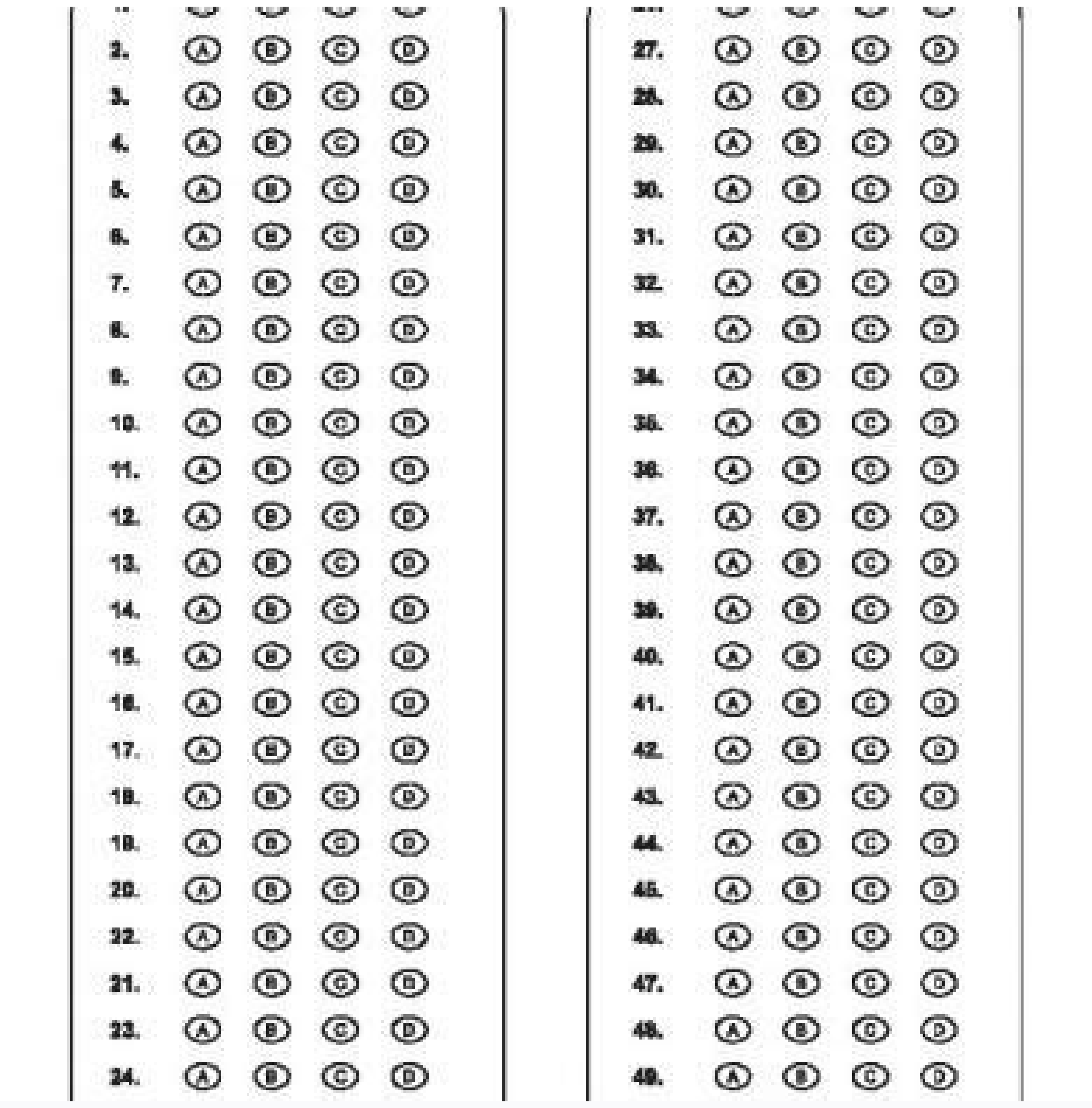

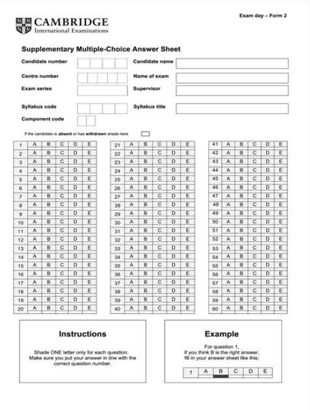

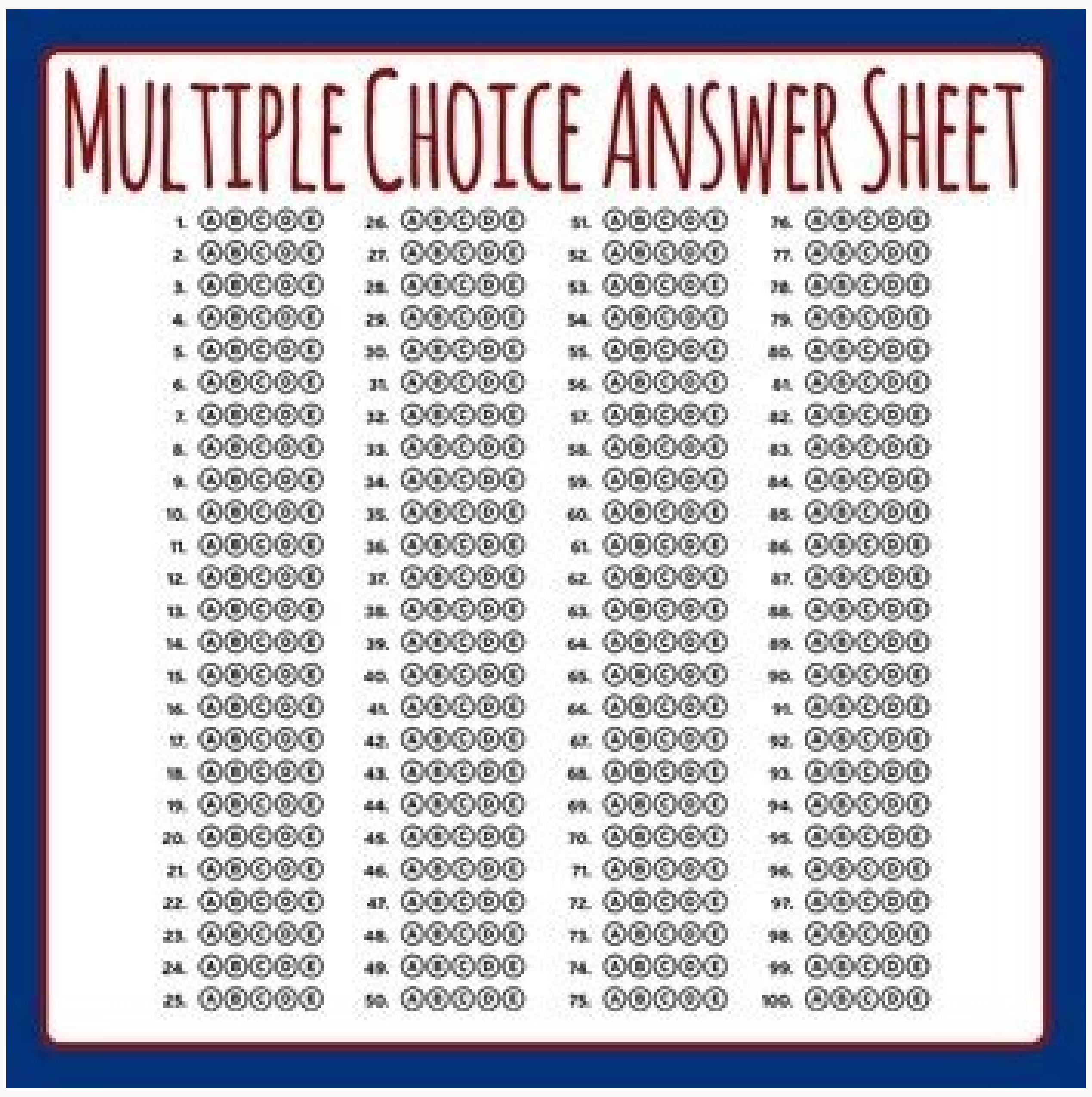

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PDF Full PDF PackeDownload Full PDF PackageThis PaperA Short Summary of this PDF full paper34 related to this paperdownloadpdf package 2021 © Zipgrade LLC. All rights reserved. In an in-depth interview, we asked Collins about the implications of his research and ideas for the economy, stock market and the very nature of executive leadership. The good companies you wrote about all have reached a remarkable stock market Results for a period of 15 years. But today the stock market is falling. Does that mean we don't see good companies today? First of all, I want to correct a great misunderstanding. The stock market is not falling. How does the stock market appear compared to 1985? The stock market is not falling. How does it look about 1990? The stock market is not falling. The market was irrationally out of the blow - we had no stock market; We had a speculative casino. The technological bubble was not the new economy - there is a new economy that has been going for years to a deeper level. But the brutal fact is that companies that were on top of the tech bubble did not have results. You can't make profits and say you have results. In the case of companies that have had great results before the bubble burst, now they are in a period of inactivity, but then what? The bottom line on a company like Cisco is, we don't know the answer yet. It is possible that those companies are only in a period of 6-12 months very difficult. Consider an analogy. Let's say you have a big basketball dynasty like the UCLA Bruins under John Wooden. This is a team that will win 10 NCAA championships in 12 years. I'm a team that went from good to great. But in 1970, they lost three games. Does that mean we're gonna cancel them and say they're not a big team? We have to look for a longer time. 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What else would you do to capitalize on this revaluation period? this is also a great time to ask yourself some really difficult questions. in a moment of irrational prosperity, where the market would give you money if delivered or not, a lot of companies did not answer any of the questions in the three circles (what can we be the best in the world in? What is the economic denominator that best drives our economic engine? and what are deeply passionate about our cores). ? they had no concept of what they could do better than any other society in the world that was sustainable, they had no profit denominator, and the only thing they had passion for was flipping the company. Now we can no longer live in that fantasy land. we have to take a hard look at all the things we are doing and put them all to the three-point test. all the things that fail the test we have to stop doing — today. I see a lot of companies that have found themselves with a lot of capital. So they wandered in all kinds of acquisitions or new enterprises or new directions, simply because they could. but they did not necessarily fit the three circles. today, the task is for them to put away. those who clarify their three circles will dare from this just good. those who do not deserve to die. Today administrators are in a short time to prove their value. What would you recommend to a CEO in the hot seat? If I were a blind in the warm seat taking over a company that I wanted to go from good to good, that’s what I would do. I would prefer that good-great actionbook, and put it in front of my directors. I would say: “We are on the left side of this curve. We want to be on the right side of the curve. Right? If this is what we all want, we know what it takes to get it. you can not continue omerinif omerinif iop e â pooL mooD len eterevort iv ,etaf ol eS .OEC a OEC ad as one of the comparison companies, not one of the large companiesâ €. I don't think all the directors are stupid. Most of them are intelligent, but they are operating out of ignorance rather than for lack of good intentions. We have to hit them in the head with the empirical results. Our work is to beat the market in a sustainable way over time. We have to think about the price of actions for a period of five years. And we have to start doing all the things that will take us to make that flyer turn. Finally, if I am the CEO, I want the Board of Directors to give me the following guarantee: however, for a long time or short my assignment as CEO can be to be, whoever chooses like my successor needs to take that flywheel meat and Continue to push in a coherent direction. I could only turn the flyer at 16 rpm. But my successor must take it to 100 rpm. His successor must take him to 500 RPM, and his successor to 1,000 RPM. It is not about me as a CEO â € "it is a commitment for a coherent program. We will not make a doom loop. The CEOs who took their companies from good to great were largely anonymously "a cry far from the CEO of celebrities that we read. Is it an accident? Or is it cause and effect? I think it is more a matter of cause and effect of an accident. There is something connected directly between the absence of celebrities and the presence of good results to greats. Why'? Firstly, when you have a celebrity, the company turns into â € œThe only genius with 1,000 helpers. There is a sense that everything really concerns the CEO. And this leads to all types of problems â € "if the person goes away or if the person is not a genius after all. At the most deep level, we discovered that for the leaders to do something great, their ambition must be for the size of the work and the company than for oneself. This does not mean they don't have an ego. It does not mean they don't have It means that at decision point after decision point ¢ÂÂÂ at the critical junctures when Choice A would favor their ego and Choice B would favor the company and its work ¢ÂÂÂ time and again those leaders pick Choice B. Celebrity CEOs, at those same decision points, are more likely to favor self and ego over company and work.Like the anonymous CEOs, most of the companies that made the transformation from good to great are unheralded. What does that tell us?The truth is, most people are not working in the most glamorous things in the world. They are doing real work ¢ÂÂÂ which means that most of the time they¢ÂÂÂre doing a heck of a lot of drudgery with only few points of excitement. Some people are putting out baked bread. Some are building retail stores. The real work of the economy gets done by people who make cars, who sell real estate, who run grocery stores and banks. So one of the great findings of this study is that you can be in a great company and be doing it in steel, in drugstores, in grocery stores. It¢ÂÂÂs simply not the case that if you¢ÂÂÂre not in Silicon Valley, you¢ÂÂÂre not cool. It doesn¢ÂÂÂt matter where you are. So no one has the right to whine about their company, their industry, or the kind of business they¢ÂÂÂre in ¢ÂÂÂ ever again.Were the 11 companies that made the transformation benefited by their anonymity?One of the great advantages that these companies had was, nobody cared! Kroger started its transition; Nucor started its transition; nobody was expecting much. They could underpromise and overdeliver. In fact, if I were taking over a company and trying to make it go from good to great, I would tell my vice president of communications that his job was to make the whole world think that we constantly were on the edge of doom.In the course of our study, we actually printed out the transcripts of the CEO presentations to analysts by the good-to-great companies and the comparison companies. We read all Those. And it's amazing. Great people always talk about the challenges they are facing, the programs they are building, the things they are worried about. Go to comparison companies, they are constantly hypnotizing themselves, they are selling the future - but they are never offering results. If I am not a CEO, how do I apply good quality lessons to me? Good a-great concepts are applicable to any situation — as long as you can choose people around you. This is the crucial thing. But, basically, we do it really — we have a lot of discretion for people in our lives, the people we decide to leave on our bus, whether it is in our department at work or in our personal life. But the basic message is this: Build your flywheel. You can do this. You can start building momentum in something you have responsibility for. You can build a great department. You can build a great ecclesial community. You can take all the good ideas and apply them to your work or your life. What did your study of change in business in general teach you? Is it essentially a message to return to the bases? Very rarely significant changes lead to sustainable results. This is one of the very important results of the book. We started with 1,435 companies. And 11 companies did it. Let's just look at this for a moment. The thing is, it doesn't happen very often. Why not? Because we don't know what the hell we're doing! And because we don't know what we're doing, we're launching in all sorts of things that don't produce results. We find ourselves as a group of primitives dancing around the fire singing on the moon. What I feel strongly is that we need a science to understand what it really takes to change things. He's back at theNo, it's ahead of understanding. Because he returned to the foundations to say that the CEOs must be ambitious for their And not for yourself? Why did he come back to the bases before who and people question and where and where the second question? Since he came back to the base for a company to start with a question like, why did we suck for 100 years and what are the brutal facts we have to face? Why is it back to the bases to say that stop-doing lists are more important than lists of things to do? And since he came back to the bases, saying that technology is just an accelerator and not a creator of anything? I don't think those concepts are back to the ground. Because if they are, we should be able to go back in time and find out that people used those ideas. People have not been for the reason that there are only 11 out of 1.435. So, no, he didn't come back to bases. He's ahead to understand. What is your assessment of the new economy? We've seen a lot of changes and we've seen a lot of kickbacks against change. How do you make sense of everything? The huge changes that are happening around us make it the most exciting time in history to be alive. It's really fun. All these changes - changes in technology, globalization - are brutal facts that must be integrated into any decision we make. The people of Walgreens did not ignore the Internet because they were concentrated only on the bases. They faced the brutal fact of the Internet and then asked, how does it fit our three circles and how can we use it to turn our fly faster? Never ignore the changes- you have hit them frontally as brutal facts, or come to them with a great sense of joy and excitement. This change, this new technology opens a way to prevail, to be even better as a company. All good companies have taken the changes and used them to their advantage, often with great joy. When irouf irouf ¨Ã olabmecivalc lI !itrofonaip ivoun itseuq onos iC" :otted ah noN .acisum aus al otaccattair ah non trazoM ,itrofonaip ivounââ itavirra So I am washed as a composer! Â € He thought, how cool! I can do it aloud with a strong piano! It's really nice! He held the discipline of writing great music and, at the same time, hugged the invention of piano with great joy and excitement. With all the change that surrounds us, we must be just like Mozart. We keep a great discipline on our music, but at the same time we embrace things that allow us to do music even bigger. Alan M. Webber (Awebber@fastcompany.com) is a founder of Fast Company. Jim Collins (Jimcollins@aol.com) wrote the essay Built to Flip in the March 2000 issue of Fast Company. The new book of him, good to great: because some companies make the jump ... and others not, will be available in October. Main story: GOOD A GREAT

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