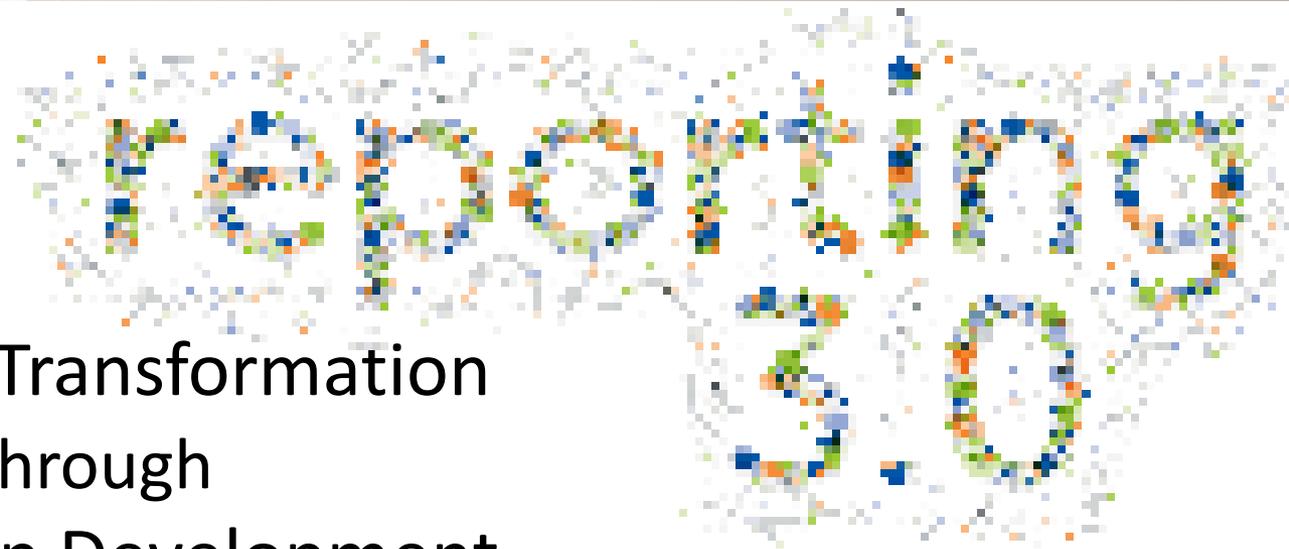




# Tripl3Leader

Excellence in People Planet Profit



## Enabling Transformation through Leadership Development

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# About: Tripl3Leader Breakthrough Leadership

## **Vision:**

A new generation of market leaders. Organizations, highly profitable and respected in society due to their sustainable performance.

## **Mission:**

We develop tripl<sup>3</sup>leaders who achieve excellence in economical results, ecological footprint and social impact.

## **Values:**

Adding excellent value to our customers, improving society, conducting business by ethical standards.

## **The Difference:**

The focus on **People, Planet and Profit** makes the difference.

This tripled perspective helps leaders to take the right decisions for a company's future.

## **Our Service:**

1. Leadership Development
2. Executive Coaching
3. Strategic HR Consulting
4. Selection and Promotion



# Take it to the Hearts of ALL Leaders

## Responsibility – Integrity - Excellence !

Working with leaders at various levels in global organizations the necessary breakthrough is obvious:

### From:

- The Business of Business is Business
- Financial P&L only
- Responsibility as an obligation, an additional hurdle
- Nice to have – a little greener or social, a little less profits
- CSR - rules are important, but...
- Reporting 'Agents' (like Women's Representative earlier)
- HR seems to stay behind; processes are not driving the future
- From tons of information

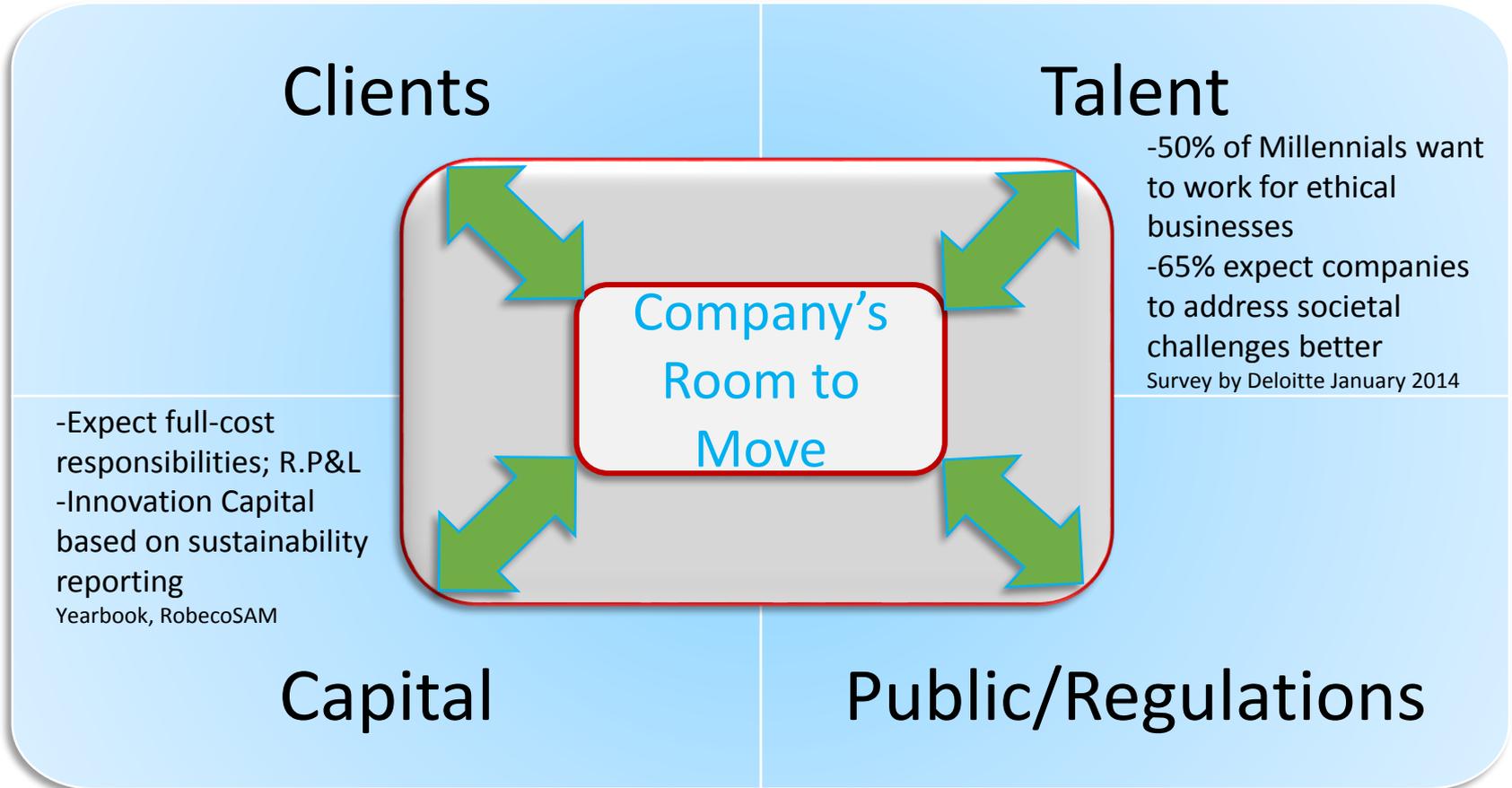
### To:

- The Business of Business is Society.
- To FiP&L + EP&L + SP&L = RP&L (Responsible P&L)
- Responsibility as freedom to do what is right and leverage business opportunities
- Necessity for success – Profits because of high societal contribution via breakthrough responsible innovation
- Attitude and stance are even more important
- Every leader needs to embrace the sustainable strategy and act upon
- Adapt all HR processes from attracting the right talent to development and promotions
- Easy to read and use reports for managers on all three dimensions related to strategic goals of company and to industry sector



# Driver or Passenger?

## 4 Major Pains or Gains





# Make Your Company a Market Leader

## 3 Leadership Accelerators

### Departure:

Short-term  
Shareholder  
focus only

Scandals

Finance crisis

Self-  
optimization

### Business Ethics:

- 2+4 values with global reach, translated into
- an actionable value-based management approach
- Global research by World Ethic Institute Tübingen

### Systemic Thinking

- Adequate business decisions consider mega-forces
- Understand stakeholders and their dynamics
- Act upon whole value chain from cradle to cradle

### Regulatory Efforts

- UN Compact, ISO 26000
- Global Reporting Initiative (GRI – V4 2013)

### Destiny:

Be/come a  
real market  
leader

Due to high  
contribution  
to society  
through

Excellence  
in People  
Planet Profit



# T3L Leadership Model

## Dimensions Enabling Transformation

### Excellence

The WHAT of leadership  
or: What am I capable of?

- Knowledge
  - Experience
  - Competencies
- What am I doing as a leader?
  - What can we achieve as a (leadership) team?
  - What do we achieve as an organization?



### Integrity

The HOW of leadership  
or: Who am I?

- Personality
  - Values
- Who am I as a leader?
  - How is our leadership team collaborating?
  - How is our firm dealing with all involved stakeholders?

### Responsibility

The WHY of leadership  
or: Whereto do I lead my teams, my company?

- Attitude
  - Motivation
- The purpose of leadership; the purpose of this organization?
  - What can my team contribute?
  - What is a sustainable (ppp) positioning for our company?



# Did We Lose Key Internal Stakeholders on the Way?

## HR is a Significant Partner!

Leading in Society

Leading a Business

Leading Leaders

Leading Others

Leading Yourself

**20 years ago:** HR was fighting ‘to get to the table’.

**Last 10 years:** Investments made into HR ‘automation’.

**Today:** HR is in a crisis again, stuck in efficiency vs. driving impact toward new leadership expectations.

**Transformational change in HR needed:** toward responsible innovation and market leadership in a purpose driven economy:

- Develop individuals → Develop organizations
- Think short-term gains → Think societal solutions
- What and How of Leadership → Why and Where to
- Upgrade Talentship processes: → How to attract, develop, incentivize and promote leaders

**Intense communication between ‘Reporting’ and HR is mission critical to align mind-set and create breakthrough on leadership involvement.**