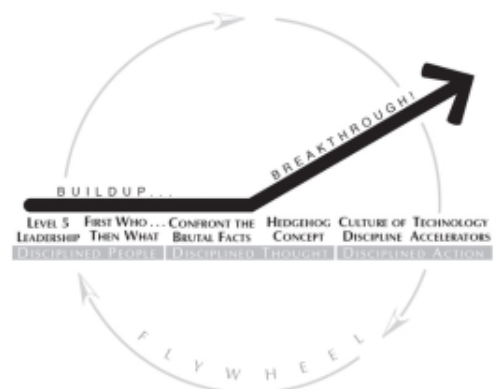
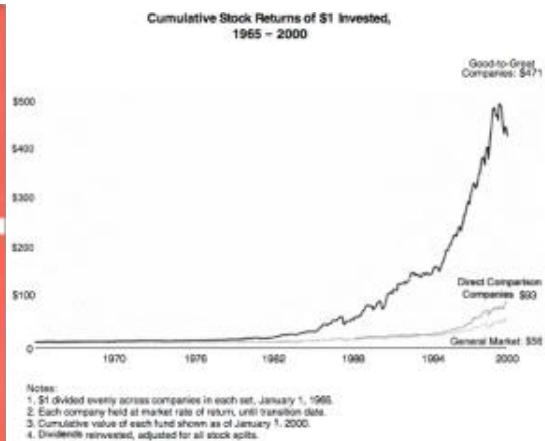
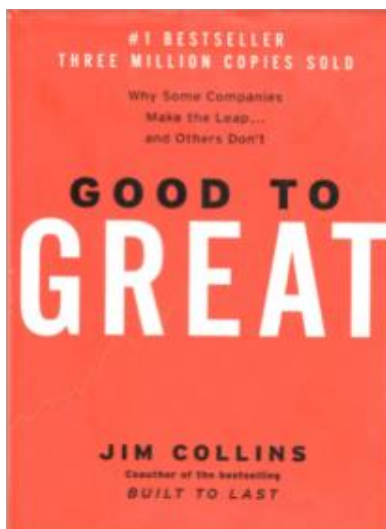


Realising the Full Potential of Your Company

Fitco considers that Jim Collins famous book “Good to Great – Why some companies make the leap... and others don’t” is an outstanding guide to all companies for providing sound guidance on how to successfully differentiate themselves as having superior qualities to their competitors through correct leadership and business principles. At Fitco our directors have 1st hand knowledge of 3 outstanding business success stories, namely Walmart Corp, Quintiq and Allegro-Micro who today respectively hold Nr.1 positions in the world in the markets they compete in for we fully understand their leaders relied heavily on Collins principles to create truly great organizations.

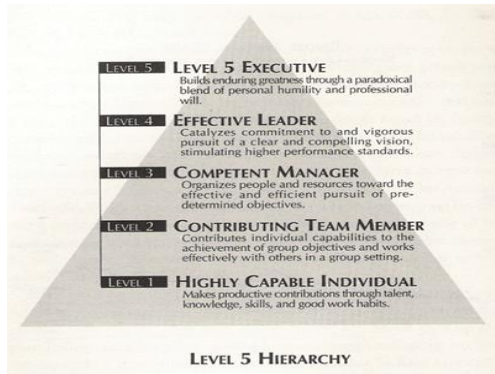
Collins’ teams in depth 5 year research across all Fortune 500 companies picked out 11 companies that had transformed themselves into outstanding financially performing companies with a long term endurance of excellence. All 11 had Level 5 leaders who build enduring greatness through “a paradoxical blend of personal humility and professional will” and all implemented the following 6 strategies:

- First who..then what** Good-to-Great leaders “first got the right people on the bus, the wrong people off the bus, and the right people in the right seats—and then they figured out where to drive it
- Confront the brutal facts** All maintained unwavering faith that they could and would prevail in the end, regardless of the difficulties, and, at the same time, had the discipline to confront the most brutal facts of their current reality, whatever they might be
- Hedgehog concept** All applied the hedgehog concept to find simplicity within three intersecting circles: What they could be the best in the world at; What they were deeply passionate about; and What drove their economic engine
- A culture of discipline** They all combined a culture of discipline with an ethic of entrepreneurship, and as a result achieved the magical alchemy of great performance
- Technology Accelerators** All never used technology as a means of igniting transformation, paradoxically, they were all pioneers in the application of carefully selected technologies
- The Flywheel Concept** “No matter how dramatic the end result, Good-to-Great transformations never happened in one fell swoop,” “There was no single defining action, no grand program, no one killer innovation, no solitary lucky break, no miracle moment.” “Rather, the process resembled relentlessly pushing a giant heavy flywheel in one direction, turn upon turn, building momentum until a point of breakthrough, and beyond.”



Over the next few weeks we are going to outline and explain one-by-one the 6 factors.

Level 5 Leadership – Builds enduring greatness through a paradoxical blend of personal humility and professional will



“Leadership is not about a title or a designation. It's about impact, influence and inspiration. Impact involves getting results, influence is about spreading the passion you have for your work, and you have to inspire team-mates and customers.”

Robin S Sharma

Level 5 leaders have the following characteristics

- They have huge ambition, not for themselves, but for the organizations that they lead
- They normally come from within an organization and have worked up the hierarchy for many years
- They set up success for their successors
- They display a compelling modesty, are self-effacing and are understated and discard their own ego
- They are fanatically driven and are willing to make whatever necessary difficult decisions, no matter how hard or difficult to ensure business greatness
- They show a diligence for workmanlike discipline, more plow horse than show horse
- They attribute success to external factors or other yet shoulder the blame whenever things go poorly
- They are usually not the type of personalities normally associated with leadership of companies where recent trends have had boards select dazzling, celebrity leaders in place of potential level 5 leaders

All around us are potential talents who can grow level 5 leaders into this role if they apply the 6 strategies which will be fully explained in the upcoming Fitco thought leadership papers in the near future



Fitco-Consulting's most loyal and successful client since 2011 is Allegro Micro who are a world leader in the design and manufacture of automotive semi-conductors and they are very proud that there is not a car made in the world at the current moment of time that does not have an Allegro Chip within. The 3500+ employee company has 100% faith in the philosophy of the Good to Great model and every manager has a copy of Jim Collins book in their office and are expected to have read it and internalized its values. The average length of tenure for employees of Allegro

is over 25 years and this can be attributed to the Level 5 leadership, an outstanding management team, confronting the brutal facts that R&D in creating breakthrough technology continuously coupled with nimble flexibility is essential for commercial success, a hedgehog concept that they are the best in the world at what they do, high quality employees that are driven to be disciplined and technology accelerators are at core of their business with a leader of R&D who has a PhD from MIT and a team of outstanding brilliance in their Head Office near Boston MA, in the city of Worcester. The European R&D HQ is in Edinburgh and reflects the fact that in Scotland historically the innovative people have the highest rate of inventions per capita in the world by far. Fitco is most proud that a “Great” company such as Allegro Microsystems choose us to be the talent provider to get ‘the right people on the bus’ for so many years.



***'s mission is to bring
outstanding business results for clients
through
uniquely tailored talent solutions
with
a personal touch***