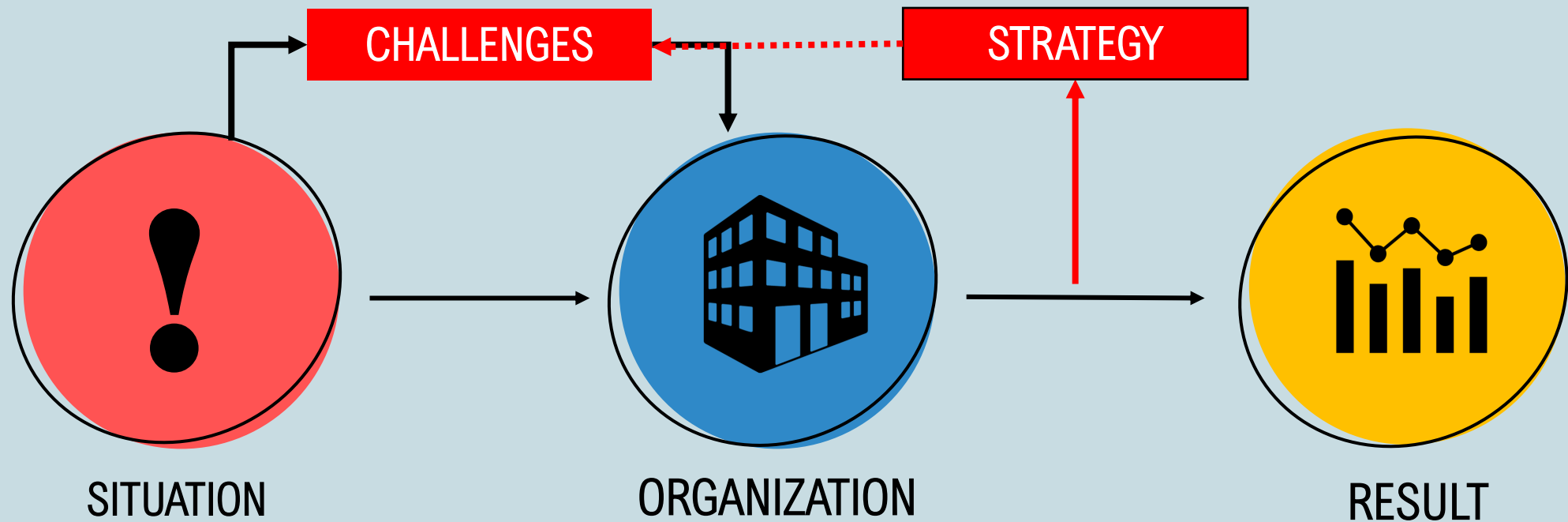


PEOPLE STRATEGY THROUGH THE RECESSION



COACH
FOR GOAL

BUSINESS IMPACT



SITUATION



RECESSION



RECESSION

VUCA WORLD

COVID-19

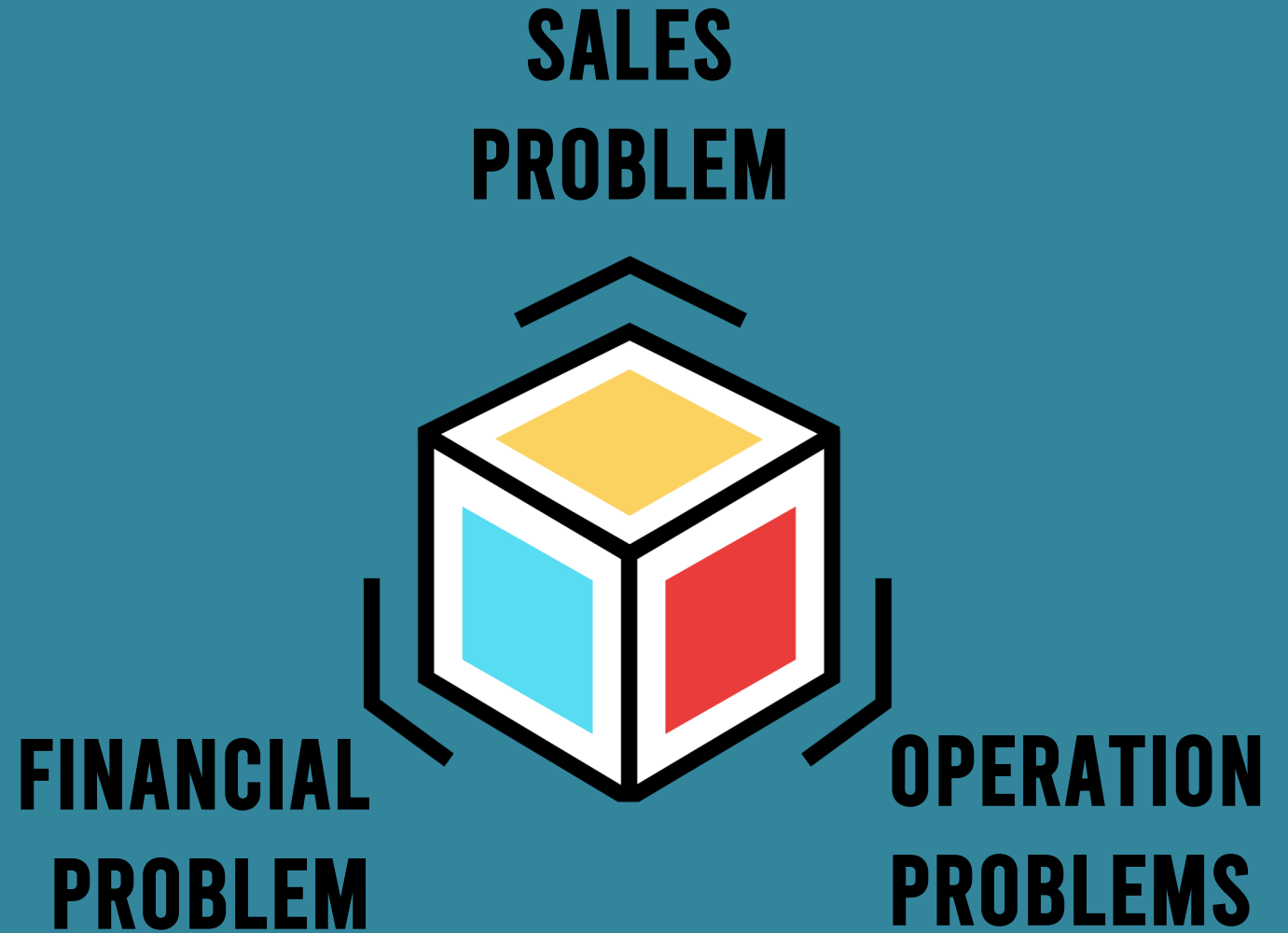
Russia-Ukraine

Inflation

GDP Decline (USA, Europe, China)

ETC.

BUSINESS RESULT



3PS FOR MANAGING DURING RECESSION

PREDICT

PREPARE

PERFORM





BUSINESS CHALLENGE

BUSINESS STRATEGY

BUSINESS PLAN

PREDICT

PREPARE

PERFORM

PEOPLE CHARACTER

PEOPLE STRATEGY

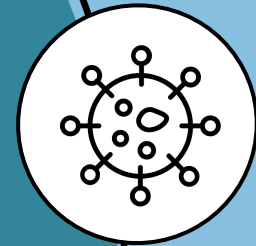
EXECUTION



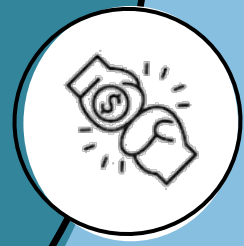
ORGANIZATION



VUCA WORLD



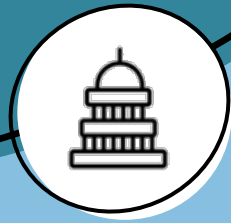
COVID-19



Russia-Ukraine



Inflation



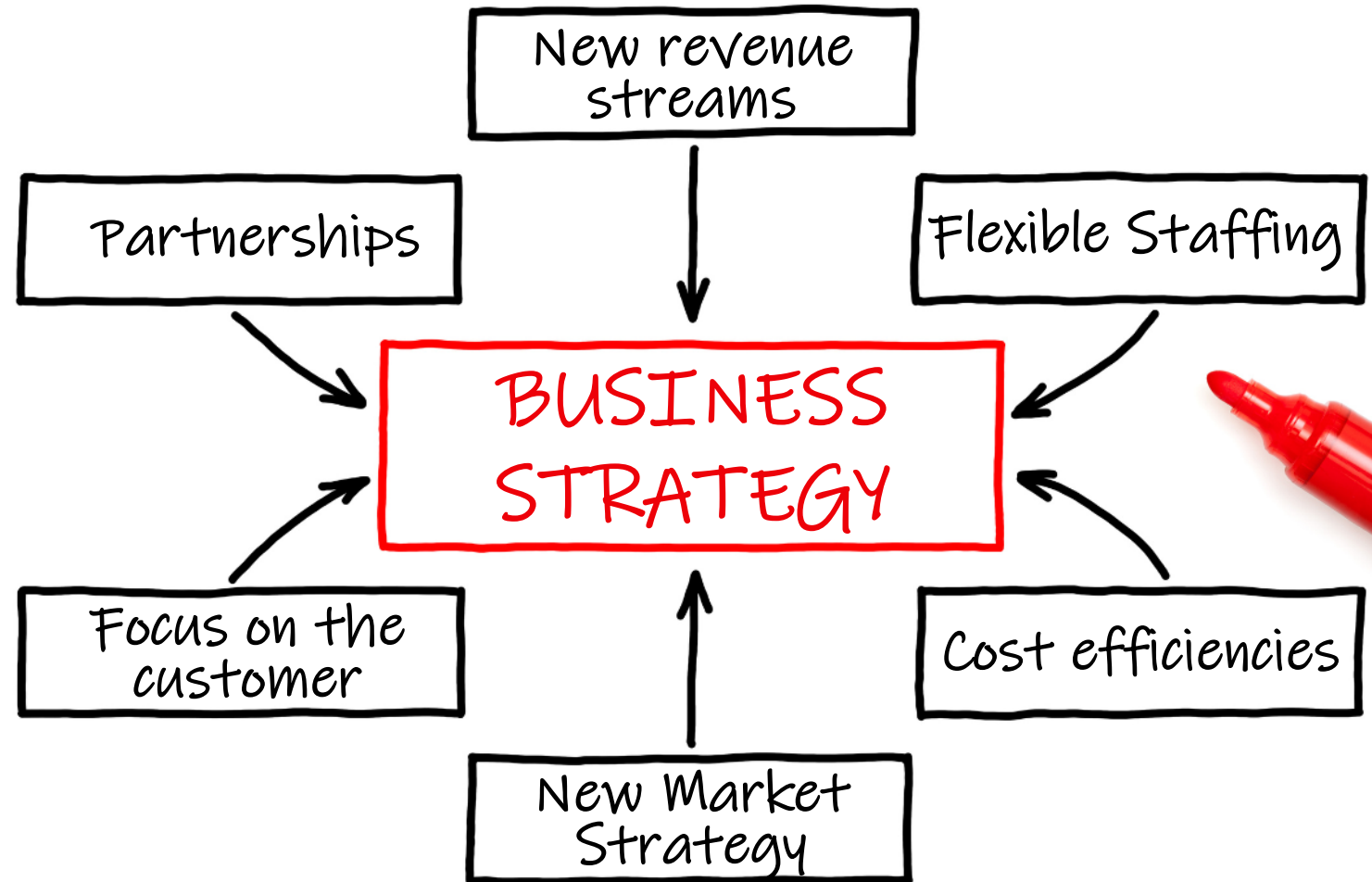
GDP Decline (USA, Europe, China)



PREDICT CHALLENGES



PREPARE BUSINESS STRATEGY



PERFORM BUSINESS PLAN



- INDUSTRY RESEARCH
- FLEXIBLE BUSINESS PLAN
- CLEARLY DEFINE YOUR VALUE PROPOSITION
- BUILD A DETAILED FINANCIAL MODEL
- DO NOT USE A BUSINESS PLAN TEMPLATE



PEOPLE

PREDICT PEOPLE CHARACTERS



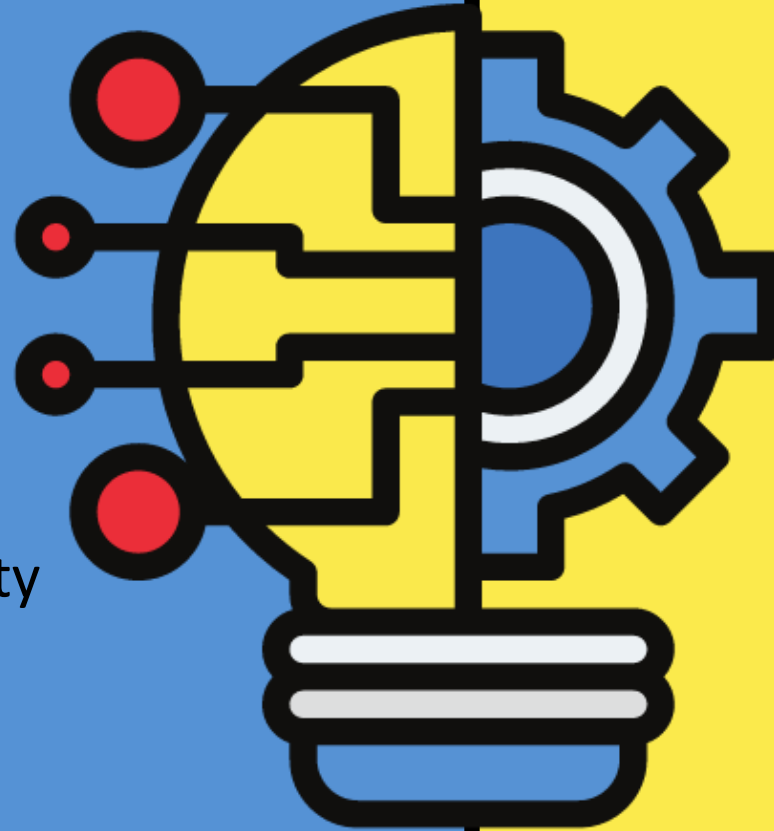


PEOPLE CHARACTERS TO HELP ORGANIZATION GO THROUGH THE RECESSION

- 1. INTEGRATED BIG PICTURE**
- 2. INITIATIVE**
- 3. INDEPENDENT**
- 4. ADAPTIVE**
- 5. COLLABORATION**
- 6. MULTI-TASK**

MINDSET

- Flexibility
- Adaptability
- Creativity
- Change Mastery
- Universal accountability
- Leadership Mindset
- Attention to detail
- Empathy



SKILL

- Project Management
- Communication skills
- Ability to multitask
- Collaboration
- Leadership Skills
- Critical thinking
- Data Analytics

PREDICT-PEOPLE DEVELOPMENT

PREPARE PEOPLE STRATEGY



PREPARE PEOPLE STRATEGY



- STRATEGIC POSITION
- GOOD PERFORMANCE
- 20/80 RULES

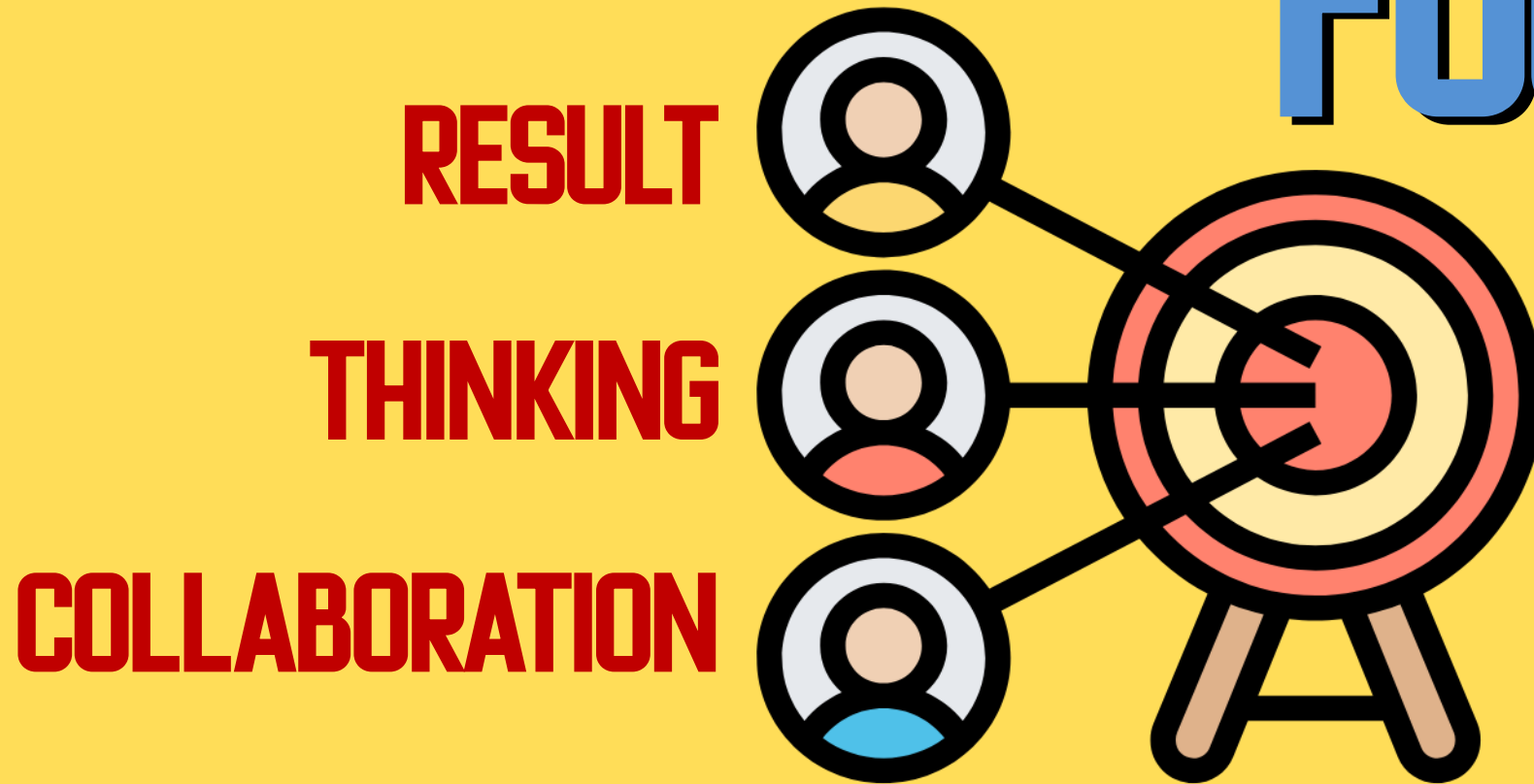
PREPARE PEOPLE STRATEGY



- **DEVELOPMENT PROGRAM THAT
SUPPORT BUSINESS STRATEGY**
- **READY TO WORK**
- **COST EFFICIENCY (POSITIVE ROI)**

**PREPARE
PEOPLE
STRATEGY**

**WHAT TO
FOCUS**



PERFORM EXECUTION



- **CLARITY**
- **ALIGNMENT**
- **ACCOUNTABILITY**
- **COMMITMENT**
- **TRACKING**

**PERFORM
EXECUTION**

WHAT LEADER DO?



- **COMMUNICATE**
- **MONITOR**
- **DEVELOP PEOPLE**
- **EXECUTE BUSINESS PLAN**

3PS FOR MANAGING DURING RECESSION

PREDICT

PREPARE

PERFORM





BUSINESS CHALLENGE

BUSINESS STRATEGY

BUSINESS PLAN

PREDICT

PREPARE

PERFORM

PEOPLE CHARACTER

PEOPLE STRATEGY

EXECUTION