

Managing Self with GREAT Value

Welcome to GGF Online Learning!

Thank you for arriving **15 minutes** earlier to adjust yourself with zoom features. Ensuring that you have connected with audio, below are things you might have to aware of:

If you are using computer, look for **“Join with Computer Audio”** sign.

If you are using mobile phone, click **“Allow”** after **“Permission for Audio & Video”** or look for **“Call via Device Audio”** or **“Join with Audio”** (on the bottom left of the screen).

Features that we will use in this session:

chat, screen sharing, mute, unmute, raise hand, reaction: clap and thumbs up



Proudly Present

Great Giant Foods Online Learning

“Managing Self with GREAT Value”

Management Development International (MDI) develops people and organizations as the exclusive partner of TACK & TMI International and Video Arts for Indonesia.

TACK

- Focus on **Sales & Sales Management**
- **Management Skill & Leadership**
- Over 60 Years in 65 Countries
- Action Planning Oriented
- World Certification

TMI

- **Inspiring**
- **Personal Development**
- **Customer Service :**
 - * *A Complaint is A Gift*
 - * *Putting People First*
 - * *Employeeeship*
 - * *Heart work*
- **Corporate Cultures Development**

video arts™
Longer lasting learning

- More than 300 titles
- **Edutaining**
- **Do's & Don'ts**
- Professional Actors
- Practical Skills
- Visual Effective Impact

GREAT Values Online Workshop for Leaders

Managing Self with GREAT Value

1 week
(mid session
assignment)

- Virtual Onboarding
- Value Meter Assessment (Self)
- Revolution 4.0 dan VUCA Era
- Why GREAT VALUE?
- Role of *Corporate Value*
- GREAT Values Implementation
- Change Curve Model

- **Post workshop activities:**
GREAT value observation and and Change Curve Model Mapping

Managing Other with GREAT Value

- Mid session assignment sharing
- Value Meter Assessment (Others)
- Managing people on value implementation
- Value-based Coaching Implementation for My Working Area
- Value Based Coaching

- **Post workshop activities:**
Change Management Plan and Coaching Question Planning

Virtual Onboarding

- 1. Active participation is highly appreciated**
- 2. Share your positive energy and enthusiasm by always turning on the webcam during the session**



Value Meter (Self)

2. I understand GGF values and how to behave based on the values

4. I am sure other people will see me implementing GGF values

1

2

3

4

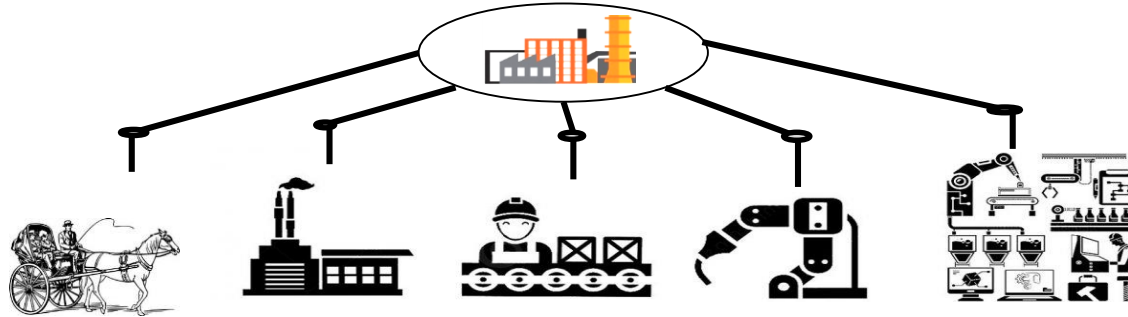
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1. Unsure, I do not understand GGF values

3. I know what I must do to implement GGF values

5. I am sure I can perform coaching to my subordinates based on GGF values

The Industrial Revolution



Gilda	Industrial Revolution 1.0	Industrial Revolution 2.0	Industrial Revolution 3.0	Industrial Revolution 4.0
1500 – 1700	1700 – 1850	1850 – 1960	1960 - 1990	2015 - 2025
<p>(Human & Animal)</p> <ul style="list-style-type: none"> ▪ Labor union ▪ Early days farming ▪ Horse 	<p>(Steam Engine)</p> <ul style="list-style-type: none"> ▪ Mass production <ul style="list-style-type: none"> - Factories - Mining - Transportation 	<p>(Electricity & Conveyor)</p> <ul style="list-style-type: none"> ▪ Ford (T Model) ▪ Planes 	<p>(Internet)</p> <ul style="list-style-type: none"> ▪ Computer ▪ Digital ▪ Semi conductor ▪ Robot 	<p>(Information & AI)</p> <ul style="list-style-type: none"> ▪ “Really - real time” ▪ Smart Robotic ▪ More virtual ▪ Internet of Things

V
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A**Complex****Characteristic :**

- Multi-variable
- Unclear root causes

Example:

- Global market
- Unique

Approach:

- Restructurisation
- Specialties
- Expert panel

Volatile**Characteristic :**

- Unexpected
- Unclear timeline

Example :

- Price fluctualization
- Natural disasters

Approach :

- Organize resources
- Risk mitigation

Ambiguous**Characteristic :**

- Newness
- Contradiction

Example:

- New regulation
- New subject

Approach:

- Hypothesis & testing
- Brainstorming

Uncertain**Characteristic :**

- Limited information
- Cause and effect impact

Example:

- Uncertainty upon market, people reaction, etc

Approach:

- Information investigation
- Analysis interpretation

During all sort of rapid changes nowadays, organization needs **“true north”** in the form of values as guidance and fuel to keep moving forward



Value

Definition:

Human's long lasting beliefs regarding to their end results or ways of human achieve/doing things



Lifeboat Dilemma

Breakout Room: Lifeboat Dilemma

In your breakout room, try to make a priority list regarding to who your group think should get out first from the lifeboat. Put 1 (one) for the first one who should get out and put 16 (sixteen) for the latest person.

Value System

Terminal Values: The final destination or the desirable condition

Instrumental Values : “the how-to” options to be arrived to the terminal values



Breakout Room

Meaning

1. What do GREAT Values mean for your group?
2. How could you align GREAT values with your own personal value in working environment?

Implementation

1. How to implement GREAT Values in daily basis?
2. What kind of misinterpretation people might get regarding to GREAT Values?

GREAT VALUES

GOVERNANCE

Exemplify the highest standard of integrity, ethics, and code of conduct in all of our activities



INTEGRITY

Courageous to convey information objectively and openly, even if it's might be uncomfortable. Report if finding a mistake done by your team or other employees.



ETHICS

Demonstrate high ethical and moral standards in every work activity, and actively encourage others to do the same.



CODE OF CONDUCT

Always carry out work activities following standards and regulations, wherever and whenever. Monitor team performance to ensure there are no violations of procedures.

HOW IS GOVERNANCE VALUE REFLECTED IN BEHAVIOUR?

Compliance to Rules and Norms

Transparency

Being Objective

Keep Data Confidentiality

Setting Example to Other

Avoid Overpromising

GREAT VALUES

RELIABILITY

Be a trustworthy and dependable business partner



TRUSTWORTHY

Dependable in performing and delivering own job. Always do and deliver promises to customer. Develop good and cooperative relationship with customer that build upon mutual trust.



CUSTOMER FOCUS

Always ensure that the needs / demands of stakeholders are met. Dedicated to enhance customer satisfaction and building strong customer relationships

HOW IS RELIABILITY VALUE REFLECTED IN BEHAVIOUR?

INDIVIDUAL CONTRIBUTOR

Focus on Customer

Commit to Work and Target

Fulfil The Role Requirement

SUPERVISOR

Focus on Customer

Active Problem Solving &
Decision Making

Perseverance & Can Do Attitude

LEADER

Focus on Customer

Active Problem Solving &
Decision Making

Walk The Talk

GREAT VALUES

EXCELLENCE

Continuous improvement and doing extra miles for all of our activities



EXTRA MILES

Posses the drive and passion to set high goals / standards of achievement and work hard to surpass them, and actively encourage others to do the same.



CONTINUOUS IMPROVEMENT

Acts proactively to improve quality of deliverables through all necessary means. Actively gives innovation and improvements ideas and support others' initiatives.

HOW IS EXCELLENCE VALUE REFLECTED IN BEHAVIOUR?

INDIVIDUAL CONTRIBUTOR

Continuous Improvement

Collaboration to Achieve Target

Beyond Expectation

SUPERVISOR

Continuous Improvement

Collaboration to Achieve Target

Problem Solving with Desirable Result

LEADER

Continuous Improvement

Setting SMART Target

Beyond Expectation

GREAT VALUES

AGILE

Be fast, adapt to changes, and responsive to challenges



FAST ADAPTATION TO CHANGES

Reacts fast to changes in the environment and adjust their behavior accordingly. Support changes and encourage others to adapt as well.



RESILIENT TO CHALLENGES

Display growth mindset, sees challenges as a chance to improve and uses strategies to use it to their advantages.



FLEXIBLE

Capable to accomodate different challenges. Track the current change trends and use various resources to stay current.

HOW IS AGILE VALUE REFLECTED IN BEHAVIOUR?

INDIVIDUAL CONTRIBUTOR

Fast Response

Flexible and Adaptable

Resilient to Challenges

SUPERVISOR

Fast Response

Flexible and Adaptable

Progressive Mindset

LEADER

Fast Response

Continuously Innovate

Progressive Mindset

GREAT VALUES

TEAMWORK

Collaborate in compassion in pursuit of the same common goal



TEAM PLAYER

Proactively work in synergistic and collaborative manner with others to achieve shares goals. Considers individual differences and modifies approach accordingly



POSITIVE ATTITUDE

Displays behaviors that respects and values individual differences. Maintain good relation with others and acknowledges others' efforts and successes

HOW IS TEAMWORK VALUE REFLECTED IN BEHAVIOUR?

INDIVIDUAL CONTRIBUTOR

Positive Collaboration

Communicating Effectively

Maintain Good Relation & Respect

SUPERVISOR

Positive Collaboration

Communicating Effectively

Holding People Accountable

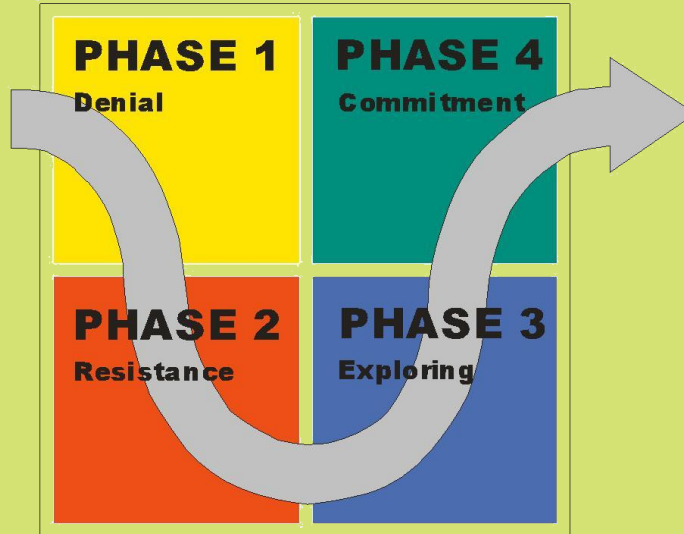
LEADER

Positive Collaboration

Helicopter View

Holding People Accountable

Change Curve Model

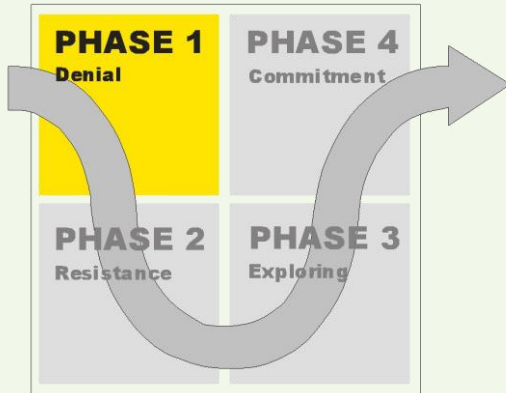


Change Curve Model

***Mastering the Change Curve**

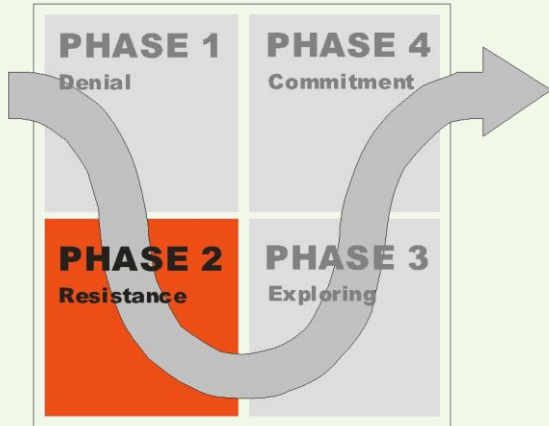
- Dennis T. Jaffe and Cynthia P Scott

Phase 1 – Denial



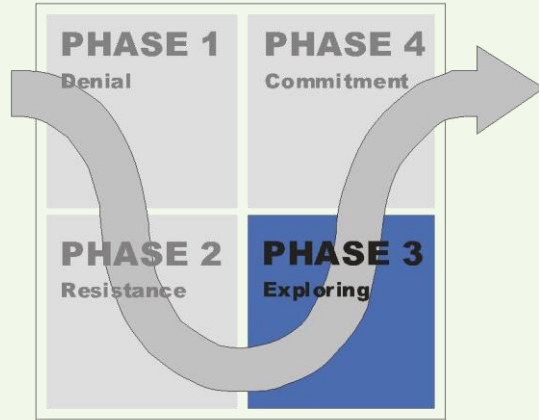
- “These new company values have nothing to do with me and my job”.
- “I won’t waste my time to think about these new values”.
- “The GREAT values? I don’t even want to know about it, I am just doing my job here.”

Phase 2 – Resistance



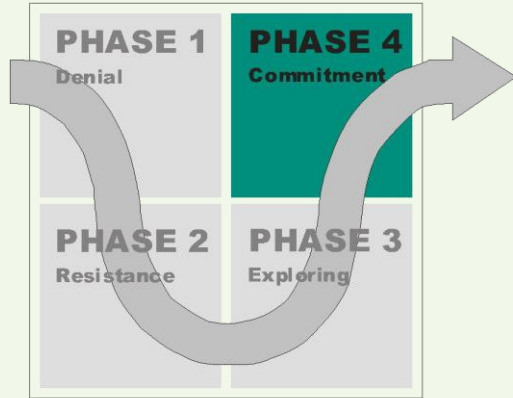
- “Things are better before GREAT values introduction happened”
- “The timing and the way these new values introduced are annoying.”
- “Ugh.. These new value just making me not focus on my job”

Phase 3 – Exploring



- “I can see the positive aspects of these new value and starting to like it”.
- “GREAT values implementation could open a lot of new opportunities”.
- “I got the impression that the worst part of these changes is over.”

Phase 4 – Commitment



- **“GREAT value implementation worked well”.**
- **“This experience has taught me a lot”.**
- **“Because of the new values, there were so many valuable lessons that we could learn”**

Post workshop activities:
GREAT values observation and
Change Curve Model mapping

Thank You!

