



**Structure + Strategy + Leadership = ReSults**

### Are You Equipped To Compete In The Future?

The first thing you must ask yourself is how do you interpret the word "future"? Does it mean next quarter, next year, or the 3-5 year plan? How much foresight do you actually have?

Secondly, how encompassing is your view of the future? Is your conception of the existing market broad, narrow, or how do you view the

industry forces that may impact your business? Thirdly, how competitive is your view of the future. Would your competition be concerned, or look the other way?

Fourth, what is the degree of consensus amongst the leadership? With no consensus or stabilizing effect amongst leadership,

money is easily spent on non-value added projects with no true commitment from within to fulfill the mission statement of those projects. Goals and objectives get lost in the mix of busywork.

The criteria for judging whether or not you can compete in the future and control your own destiny, is foresight,

consensus and action-ability.



Antoine Smith  
Chairman & C.E.O.

### Leadership Covenant

Seasoned leaders understand that a covenant exists between the employees and the

company. In this covenant each employee decides whether they want to be a giver or a taker. Recent research has set forth that on average, 26 percent of employees are fully engaged, loyal and productive. 55 percent are un-engaged and merely putting in time. Approximately 19 percent are unhappy, un-engaged and looking to spread strife and dis-

content. What kind of covenant exists in your company? Per chance that there is an utter lack of integrity and ethics at the leadership level, and workers are considered to be expendable or second-class; you can rest assured that there is no "covenant."

The staff is more likely to be retaliatory in nature, absenteeism will

be rampant, and the business will be sabotaged through poor productivity.

As a leader it is your responsibility to set the tone for the covenant that exists between your company and the employees.

Make every effort to lead by example in integrity, frankness, and serving those whom you have been empow-

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