

Experts Share Their Insights

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Leadership Development

What It Is, Who It Is For and How to Do It

To remain viable and ensure they continue to be successful, organizations must always prepare for the future. This includes revisiting and revising strategic plans, regularly assessing the business environment and adapting to meet changing needs. Another key component is identifying team members who will someday direct the company and developing them into leaders.

It is encouraging that many organizations are focusing on leadership development. Before investing resources, however, they should make sure they're moving in the right direction. Companies need to understand what leadership development entails, foster an environment that allows it to succeed and carefully consider whom to include in development initiatives.

Organizations often view management and leadership as the same thing and thus combine management- and leadership-related development activities. But there are real differences between these concepts: While management activities center on a role's functional tasks, leadership focuses on how an individual influences others.

It doesn't make sense, then, to offer management and leadership development at once. Furthermore, when companies do this, participants tend to focus on their daily tasks and not on their influence. The learning process is much more effective when organizations dedicate time solely to leadership development opportunities.

Read the full story at www.bizvoicemagazine.com on September 2



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Export Credit Insurance

What Your Competitors Don't Want You to Know

Business is tough out there right now. An old Chinese expression says, "May you live in interesting times." While likely intended to be a blessing, that is not always true in today's world. I do know that we live in a global economy whether we like it or not, and Indiana businesses must compete to survive.

Last year, Indiana exported over \$26 billion worth of manufactured goods around the globe and ranked 14th in the nation in exports. You've heard that the world is "flat." You've seen the rise of China and India, and you realize that 95% of the world's consumers live outside the United States.

So, you want to go global. Now you are faced with the most fundamental question in business: "If I export my product, how can I be sure I will get paid?" After all, it is all about getting paid. One of the most important tools you need to know about is Export Credit Insurance (ECI). Using this trade finance tool can help you compete and win in the global economy.

Read the full story at www.bizvoicemagazine.com on September 8

Latest on Lean

Practice Expands to Wide Variety of Organizations

The lean movement popularized by the Toyota Production System (TPS) has been gaining popularity in manufacturing circles since the 1970s. Toyota's ability to be more agile and flexible (than its counterparts) and its growing success is the envy of bankrupt American automakers. Those automakers began examining TPS many years before bankruptcy to try to incorporate those principles into their systems.

Many manufacturing companies have used lean processes with varying degrees of success. Today, it is safe to assume that most large manufacturing companies have embarked on some type of lean transformation in their companies. The lean train has left the station!

On that lean train, there are no longer just manufacturing companies. Service organizations, airlines, hospitals and other companies large and small look to lean to improve their organizations. Lean encompasses the thought processes used by companies to continuously enhance their business processes. The focus is on creating processes that only create value. These improvements eliminate waste, improve quality and increase the bottom line.

Read the full story at www.bizvoicemagazine.com on September 14

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