

ARE WE A PHILOSOPHICAL MATCH? - MY IDEAL POSITION

Christopher Blann

My ideal position is very much colored by my three core beliefs: People, Culture, and Quality. I believe that people inherently want to do “good work” and crave acknowledgment, therefore they need to have the tools, expectations, and empowerment to do “Good Work”. If people are given a chance to impress, they will, when they do tell the world. All organizations have a Culture unfortunately, many are not healthy. Culture is organic thus an organization must commit resources to the nourishment of the positive aspects and starve the negative parts of culture. It takes a continual focus to cultivate a healthy culture, but it is essential. Finally, I believe in Quality. Do your best work, put out the best product, and have high quality interactions every time. Sign your name and stand behind everything you do. With all of that in mind, what is the ideal position for me?

My ideal position is: a leader of a mid-cap organization, 50-500mm of topline, that has the desire and vision to grow to the next level but is missing that operational roadmap. Multiple-units and home-grown talent is a plus. This organization must have the willingness to put forth the effort to grow, the desire to adapt to a changing marketplace, the self-awareness to make course corrections, and the moxie to try even the outlandish. Finally, this organization must have a core group of people that LOVE what they do and are smart enough to have fun doing it. Let's break down these points further:

- Kind of work: CEO, COO or President level leading an organization, and more importantly people, through the growth cycle. I use spirit of Kaizen to reinforce a Culture of reducing costs, improving productivity, growing revenue, increasing market share, and improving service all to deliver a better bottom line.
- People: My goal is to surround myself with “Doers” that are fun, energetic, resourceful, creative, pleasant, and love what they do. People who instinctively deliver quality every time. These people also need to have humility and a desire to grow personally and professionally. We will be in the trenches side by side, therefore a connection is crucial.
- Responsibilities: As a leader I take pride on bearing the responsibilities, giving credit to the team and owning the missed opportunities. A position that utilizes my proven skills of P&L, Sales Growth, Multi-site Operations, Team building, Training, Human Resources, structuring for growth, budgeting, strategic planning, lowering costs and raising productivity. Ultimately, I'll answer to the customer then to the Owner/Board, but we will deliver success.

In short, what would make me happy? Doing what I enjoy the most and have been most successful doing; Leading people to enjoy their successes. This is done by being highly visible, approachable, and passionate about the organization. Starting with developing and setting a vision, then growing the right team and utilizing their strengths. Working with them to create a roadmap to reach the vision. Along the way monitoring progress and leading quick modifications to the plan, to stay on track or seize found opportunities. I enjoy empowering individuals and giving them the opportunity to deliver quality and to impress. It is in these situations where I thrive, where I can enable and cheer on the team. When the team is successful the business is successful. It is about People, Quality and Culture.