

THE HIT MR PHILOSOPHY OF FRIEND LEADERSHIP

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1. Challenge the Process

- All individuals have a passion to produce results and to realize themselves.
- Your task is to lead and guide people to make continuous experiments and creation of new. Solutions can be seen as deeds and you know what kind of results you are expecting to see. Take risks, as 99 % of learning happens through mistakes. Failures create success in long term.
- Team leaders are experimenters who continuously experiment different kinds of approaches and ways of thinking.
- Question all the time and encourage others to question as well.
- Get cross-fertilizers to your training sessions. This is one of the metrics that you must measure your success.

2. Inspiring Vision

- Team leader's task is to commit everyone to the vision that has been created together.
- Individual wants to do things that have a significant meaning.
- You can get people to support the shared vision by appealing to their values, interests, hopes and dreams.
- We want to build an organization that is the best in the world in the domain of teampreneurship.

3. Enable Others to Act

- Nourish teamwork by bringing forth joint goals and by building trust.
- Pay attention to each team member's personal performances.
- Share your power.

4. Model the Way

- Be an example in ways that are congruent with the values and principles of Tiimiakatemia.
- Write your own leadership philosophy and tell others about the moments that have taught you something important.
- Create small victories that help people to commit more.
- Learn to use all of the models developed in Tiimiakatemia and focus especially on The Rocket Model and Friend Leadership Model.

5. Encourage the Heart

- Notice the work of everyone in each customer project.
- Reward and coach.
- Celebrate regularly the accomplishments of team companies.

HIT MR Philosophy's main headings have been adapted from **Kouzes'** and **Posner's** bestseller book *The Leadership Challenge* (see: <http://eu.leadershipchallenge.com/WileyCDA/Section/index.html>). Mr. Johannes Partanen has invented the other contents of the philosophy presented here. This document is to be used for private purposes only and may not be used for any commercial purpose. The copyrights of The Leadership Challenge -book belong to their rightful owners indicated in the book. Mr. Partanen highly recommends all readers of this document to buy and read The Leadership Challenge. © 2008 Johannes Partanen, Finland.