

Taking a Holistic Look at your Organisation



Is it important?

Holism... the philosophy that parts of a 'system' cannot be understood without acknowledging their connected roles in the successful functioning of the whole, which is usually greater than the sum of the parts.

Taking a holistic look at your organisation involves a critical assessment of its individual components (how they function, what is working well, what can be improved) as well as how they serve the higher functioning and operating goals of the entire group.

Embracing holism in your management approach or your strategic thinking can help you create opportunities to reduce the transactional burden between connected roles that would otherwise go unnoticed, or to improve the functioning of one department with minor changes to others, or to boost your organisation's resilience by identifying and planning for the potential disruptions to your suppliers or partner organisations.

This resource is that first piece to set you on this path.

What type of business manager are you?

Let's find out your Business Management style by doing a little quiz. Answer the following questions honestly based on how you prefer to work in a 'perfect' ideal situation (i.e. if you could say exactly what it is you would like your job to do). Business Management requires a little bit of each style; however, you are more dominant in one style than the others.



Now, let's get started...

Questions 1-4

1. Do you like to know the impact of any decision across all facets of the business? Yes No
2. Do you involve other team members, managers and departments when making a business decision? Yes No
3. Are you constantly seeking feedback from your team/s and managers on all levels of business activity? Yes No
4. Do you like to start with the end in mind and work backwards on what the business needs to do to achieve it? Yes No

Questions 5-8

5. Do you like to consider every possible outcome for any decision you make, whether they are big or small decisions? Yes No
6. Do you desire to have all components of activities/tasks planned thoroughly before being able to action or execute on it? Yes No
7. Do you like to allocate out tasks to each team member, or managers, with a detailed briefing? Yes No
8. Do you like to create systematic action plans each quarter or month to keep the business on track? Yes No

Questions continued on next page →

Questions 9-12

9. Do you like make decisions and speak with team members as and when needed?	Yes	No
10. Do you like to review activity in bite-sized-chunks?	Yes	No
11. Do you have a daily list of tasks for yourself and the team to keep on top of where everyone is up to in their daily tasks?	Yes	No
12. Do you focus the business activity, and the team, on the immediate day/week you are in to better react to business and customer needs?	Yes	No

Questions 13-16

13. Do you like to use your core skills to make decisions for the business?	Yes	No
14. Do you like the team to come to you for advice and to seek the next step in their tasks?	Yes	No
15. Do you like showcasing your skill to teach the team on how they can perform better/more effectively?	Yes	No
16. Is the focus of the business to develop the skills of the team to perform an activity for a specific purpose?	Yes	No

Outcomes

Your **dominant style** of business management is based on the section you answered 'Yes' the most. If you said yes to one or two questions in other sections, it is good for you to note the other styles that influence your dominant business management style

If you said yes to **Questions 1-4**

YOU ARE A HOLISTIC BUSINESS MANAGER

A holistic business manager is focused on how the business functions collectively, this style of manager is constantly looking to see how the business is performing as a whole.

You perform with the viewpoint that every business decision can potentially have an impact on the business, therefore you try to include as many team members as possible to provide you with intel.

You start with the outcome in mind and use the team's collective ideas and perspectives to map out how to get there.

If you said yes to **Questions 5-8**

YOU ARE DETAILED BUSINESS MANAGER

A detailed business manager enjoys getting into the detail of the business, making sure each team member knows their task lists and providing a high degree of oversight.

You like to know exactly what the team is up to at all times and give comprehensive instructions and briefs on how to perform each activity.

You are well planned and are 20 steps ahead in what is required of the team, and the business.

If you said yes to **Questions 9-12**

YOU ARE A TRANSACTIONAL BUSINESS MANAGER

A transactional business manager is focused on the here and now. You like to be across the detail on a daily basis and make decisions as needed for the team to move forward in their tasks.

You like to keep yourself and the team prioritised on what is coming up in the immediate future, not worrying too much about activity of a few weeks ahead.

You like to focus on the now so you can make decisions or change direction more frequently for your team and customers.

If you said yes to **Questions 13-16**

YOU ARE A SPECIALIST BUSINESS MANAGER

A specialist business manager uses their highly refined skills to forge the way forward for the business.

You like to lean on your skills to provide guidance to the team and showcase your level of knowledge to encourage, teach and motivate the team.

Your skill is the core strength of the business and your team look to you for advice to complete their tasks.

Below are some questions to support you in taking a holistic view of your organisation, looking at different areas both in the now... and in the future.

Q1a - List 2 things you want to do with your finances:

1. _____
2. _____

Q1b - List 2 things you want to change with your current finances:

1. _____
2. _____

Q2a - List 2 things you want to do with your marketing:

1. _____
2. _____

Q2b - List 2 things you want to change with your current marketing activity:

1. _____
2. _____

Q3a - List 2 thing you want to do for business growth:

1. _____
2. _____

Q3b - List 2 things you want to change in your current business growth practices:

1. _____
2. _____

Q4a - List 2 things you want to do in resourcing your business:

1. _____
2. _____

Q4a - List 2 thing you want to change with your current resourcing within your business:

1. _____
2. _____

Reflecting on your answers above, identify where these components are connected. How do the actions proposed for one area (e.g. business growth) impact another (e.g. resourcing)? Does the success of the idea depend on the success or performance of any other areas?

It is always important to consider the business holistically to ensure overall success of managing business operations, resources, finances, and most importantly consumer expectations. Ingredior is committed to helping businesses find their feet within the modern economy, no matter how long they have been in business.

About Us

Ingredior is your 'whole-of-business' multi-discipline approach to strategy and operation activity for businesses in the GROWTH SCALE phase.



www.ingredior.com.au

marketing@ingredior.com.au

Support Your Outcomes | Built To Serve You | Deliver You Results

+61 (07) 3064 1081