



Fundamentals of Personal and Organizational Success



Fundamentals of Personal Success

- **Get your Priorities Right**
 - Making intelligent choices
 - Deciding what goals to pursue in which order
- **Use Resources Wisely**
 - It's also about making intelligent choices
 - Deriving the most value out of limited resources
- **Stay Focused**
 - Sticking with your priorities and goals
 - Take the right steps to reach your goals
 - It requires Patience (to overcome the hurdles), Persistence (to overcome the failures), and Discipline (to do the things in correct way)



Fundamentals of Personal Success

- **Develop the Right Relations**
 - Need of friends and partners to overcome the obstacles
 - Friends: Moral and Psychological support
 - Partners: Skills and Expertise
- **Don't be Greedy**
 - Greed is an obsession that blurs the vision
 - Blind dart for money, power, status, and so on
 - Dissatisfied, Selfish, Arrogant – end up losing everything
- **Don't be Overconfident**
 - Thin line between Confidence and Overconfidence
 - Confidence: *I can do this*, Overconfidence: *Only I can do this*



Fundamentals of Organizational Success

- **Establish clear Mission, Vision, and Values**
 - Mission: Purpose of why an organization exists
 - Vision: What an organization wants to achieve or accomplish in the long term
 - Values: Deep beliefs that drive the behaviors of every member of the organization



- **Our Mission**

It declares our purpose as a company and serves as the standard against which we weigh our actions and decisions.

- To refresh the world
- To inspire moments of optimism and happiness
- To create value and make a difference





Our Vision

Our vision serves as the framework for our Roadmap and guides every aspect of our business by describing what we need to accomplish in order to continue achieving sustainable, quality growth.

- **People:** Be a great place to work where people are inspired to be the best they can be.
- **Portfolio:** Bring to the world a portfolio of quality beverage brands that anticipate and satisfy people's desires and needs.
- **Partners:** Nurture a winning network of customers and suppliers, together we create mutual, enduring value.
- **Planet:** Be a responsible citizen that makes a difference by helping build and support sustainable communities.
- **Profit:** Maximize long-term return to shareowners while being mindful of our overall responsibilities.
- **Productivity:** Be a highly effective, lean and fast-moving organization.





- **Our Values:**

Our values serve as a compass for our actions and describe how we behave in the world.

- **Leadership:** The courage to shape a better future
- **Collaboration:** Leverage collective genius
- **Integrity:** Be real
- **Accountability:** If it is to be, it's up to me
- **Passion:** Committed in heart and mind
- **Diversity:** As inclusive as our brands
- **Quality:** What we do, we do well





Fundamentals of Organizational Success

- **Get the right people**
 - Invest in recruiting the people who possess the character, chemistry and commitment that fit the Mission, Vision and Values of the organization
 - Applications and interviews are good starting points, followed by regular reviews and appraisals
- **Define and Enforce SOPs (Standard Operational Procedures)**
 - SOPs describe how an organization functions on a day-to-day basis
 - Provides Consistency and Clarity



Fundamentals of Organizational Success

- **Provide Professional Development to People**
 - Identify the skill gap and develop everyone from the executive team down to front line supervisors
 - One of the biggest differentiators between you and your competition

- **Encourage Creativity and Innovation**
 - Create an environment that promotes and encourages experimentation
 - Provide recognition and rewards for new initiatives



Fundamentals of Organizational Success

- **Build Trusted Relationships with Internal and External Customers**
 - Three things helps building trust of internal customers:
 1. *They are known and appreciated by their managers*
 2. *They know how their work impacts the mission of the organization and lives of others*
 3. *Their performance and success is assessed*
 - Three things helps building trust of external customers
 1. *Great Product & Service*
 2. *Consistency*
 3. *Transparency*