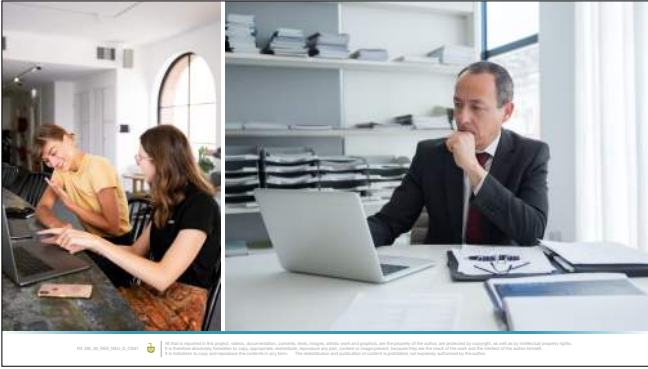




# 结果

管理型创业



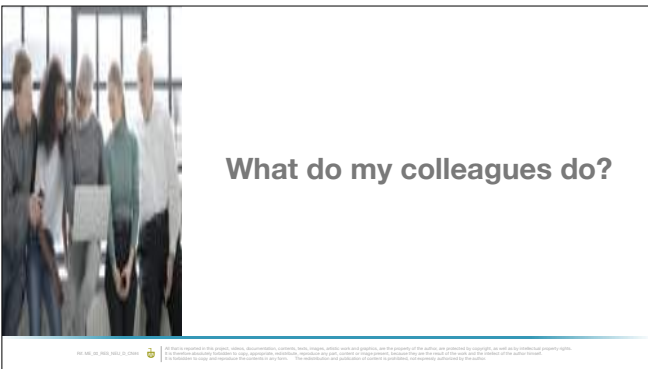
无论有没有同事的直接支持，承担责任意味着接受实现结果并为此承担责任。



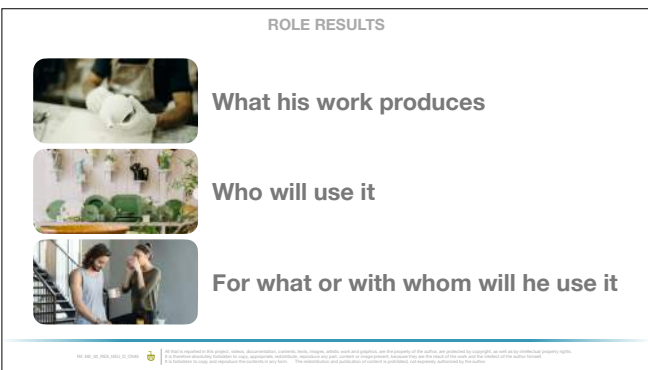
管理者的2个基石：  
在特定时间内取得的结果  
共同实现这一目标的人们



企业家管理在于着眼长远并维护人们的福祉。



但我们的同事做什么呢？



显然我们知道这一点，但重要的是他们也清楚我们的期望.....





领导团队是经理参与的活动之一。这意味着成为通常所说的“团队领导者”

DEPARTMENTS	FINANCE	PRODUCTION	SALES	SUPPORT	...
CROSS TEAMS					
INNOVATION					
BPROCESS					
B CUSTOMERS					
...					

部门经理和团队领导之间的协作和关系决定绩效。

How I decided to measure it

clear  
shared  
daily reference

INFERIOR < ADEQUATE > SUPERIOR

ROLE RESULTS  
TASKS TO BE DONE  
DEPARTMENT ACTIVITIES

为了提供合适的反馈，我们必须在上游定义它。

How is it going?

a month    two months    three months    four months

clear  
shared  
daily reference

OBSERVATION  
REPETITIVE SITUATION  
COLLECTION OF SPECIFIC EVENTS  
PERFORMANCE TIMES  
SAMPLE ACTIVITY ANALYSIS

SUPERIOR  
ADEQUATE  
INFERIOR

测量结果必须清晰并与同事共享，以便指导他的日常工作。

INTERMEDIATE MANAGER    MANAGER

与经理的关系是经理工作中的另一个重要部分。

**RESPONSIBLE**  
FUNCTION or DEPARTMENTS  
**RESULTS**

What our work produces

Who will use it

What or with whom they will use it

**QUANTITY**  
**VALUE**  
**QUALITY**

**Manager**

我们的经理的任务是定义结果、数量或价值，以及决定必要的质量。

**High position**  
**Macro vision**  
**Orientation**  
**Few details**

**Lowest position**  
**Micro vision**  
**Specific direction**  
**More details**

**MARKET HORIZON**

我们，是对我们的经理的补充，反之亦然。

**PROFESSIONAL NETWORK**  
only manager

我们还将了解如何最好地管理专业网络。为管理器路径保留。

**Copyright**  
**and**  
**intellectual**  
**property**

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