Trimo Leadership Alumni Club

New Initiative for Distributed Leadership
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How it started?

- Leadership development process – start in October 2007
- 50 participants from Trimo Group: Trimo, Akripol, CBS Institute, Trimo Građenje, Trimo Inženjering, Trimo VSK
- The end of the process September 2009
Trimo Leadership Alumni

Tatjana Pink

"We keep leadership development going by connecting the members of our team and networking connections. The result is a positive work environment, as our employees are well connected with the company and with each other."

Breda Kolar

"I have always been passionate about the environment and sustainability, and I try to incorporate these values into my work. I believe that being environmentally conscious is important for the future of our planet."

Melina Kostrevar

"I was through the process with high motivation, but it's not easy to be a good leader. The most important thing is to be yourself and to let your personality shine through."

Miroslav Ebner

"I feel very proud and grateful to be a member of the Trimo team. I believe that we can achieve great things together."

Branimir Tisić

"I learned to communicate in a way to achieve the goal of being a good leader. I think I'm efficient in particular situations, when I need to negotiate."

Robert Kravica

"I am aware of the fact that I am standing in a difficult position, as there is a strong group of professionals with whom I work."

Natasa Stefan Pogoril

"I understand that there are only a few that happen to be leaders, and I have been able to gain experience in dealing with others. I have always been interested in the personal development of my colleagues and myself."

Robert Skribinski

"I believe that coaching is not just about giving instructions, but about helping people to find their way."

Alan Por

"I believe in the power of networking and the importance of building relationships."

Marta Strmec

"I believe that the way I approach the work is important for the success of the project."

Bostjan Jurec

"I believe that the most important thing is to be honest and sincere, and to always try to improve. I think that this is the key to success."
Trimo Leadership Alumni Club - TLAK

• The Club's operations **co-create Trimo development story.** Develops leadership and transfers new approaches into practice of Trimo Group.

• **PURPOSE of TLAK** is to:
  1. Support leaders and potentials.
  2. Develop and build a culture of integration, collaboration and distributed leadership.
  3. Organize the meetings to co-create, learn from each other and share their experiences.
  4. Transfer of knowledge, experience and wisdom between generations.
  5. Encourage each other, help in difficult situations.
  6. Support projects that influence to a power of socially responsible environment.
Trimo Leader

- Trimo Leader is lead by ethics.
- True evolutionary leader with a strong vision and strong values.
- Aware of the importance of selecting the thoughts and words to create the communication which opens the possibilities.
- Gives feedback to the colleagues and gains allies.
- Trimo leader embraces systems thinking.
- Aware of the impact on the collective consciousness.
- Seeks to act as a business knight.
TRIMO VALUES

- Reliability
- Trust
- Innovation
- Partnership
- Responsibility
- Passion
We live our values

Trimo team lives Trimo values

RESPONSIBILITY
I assume full responsibility for my work, actions, behaviour, and thoughts. I set, accept, and perform tasks responsibly, and I show this responsibility in my relationship to the environment.

- I assume personal responsibility for my personal success and the company’s success.
- I am honest.
- I am proud to be part of the Trimo team and co-create sustainable development.

PARTNERSHIP
I build long-term relationships with my colleagues and business partners. My decision is to be a partner and help in every situation. This relationship provides me with energy and power. I feel trust and support and provide it.

- I act respectfully towards all colleagues, business partners, and the company.
- I share knowledge and experience with my colleagues.
- I build partnerships with colleagues and business partners.

INNOVATION
I create ideas and transform them into new products, processes, approaches, models, services, and technologies. This way I create new value for the customer. I keep my eyes open to learn and develop continuously, to ensure constant innovation.

- I think creatively and make at least one improvement a year.
- I continuously develop both professionally and personally.
We live our values

PASSION
I have a profound desire. This gives me energy to push the limits of possibility. I can do more and work better for our customers and enjoy the process. When I work passionately nothing is too much for me, and I focus on the goal with determination.

- I sustain vital energy. I share positive thoughts.
- My work is my mission. I am an important link in the chain of the company success.
- I give my unique contribution to Trimo.

RELIABILITY
I follow my promises through to action. My colleagues and business partners can count on my word.

- I am reliable – my word counts.

TRUST
Trust starts with a positive thought that I carry inside. This way I can firstly trust myself, then my colleagues, and the success of the company, and the possibility of developments to find good solutions together. When we trust each other we are strong.

- I trust myself, my colleagues, and business partners.
Evolutionary Leaders

- **Manipulators**: Strong vision, weak values
- **Followers**: Weak vision, weak values
- **Evolutionary Leaders**: Strong vision, strong values
- **Rigid**: Weak vision, strong values

Source: www.arpitha.com
We select out thoughts

Values

- Awareness of own feelings and thoughts
- Choice of right thoughts
- Choice of proper words
- Choice of aligned activities
We are aware of the impact on collective consciousness

- Universal consciousness
- Collective consciousness
- Relations with others
- Self-awareness

Source: Phil Mirvis
We want to act as business knights

Source: Danah Zohar and Ian Marshall