

Motivational Leadership in a challenging business climate

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December, 2016



Motivational leadership in een veranderende wereld



Introductie



Organisatie
&
Leaderschap



Trends &
Strategie

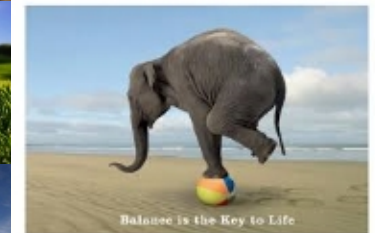


Executie



Q&A

Even voorstellen



Tandarts experience



About HP



History of innovation



1939

HP Model 200A audio oscillator used to test sound equipment



1968

The HP 9100A, the world's first desktop computer



1972

HP invented the first scientific hand-held calculator, the HP-35



1983

The Compaq Portable, one of the first laptops



1984

Launch of LaserJet and thermal, miniaturized inkjet printing technology



2013

HP launches the world's fastest desktop printer*



2014

HP unveils the future of 3D printing and immersive computing



5

HP reinvents printing delivering Ink, Laser, and PageWide, technologies



2016

HP launches the world's thinnest laptop



2016

Jet Fusion 3D

*Source: Guinness World Record for fastest time to print 500 sheets by an office color desktop printer, April 2012. Record set on HP X576dw models.

Omgeving





Creating disruptive waves of new demands and opportunities



New types of
apps, data & risks



New ways to build,
operate & consume




New business
models,
solutions & revenue





Organisatie & leiderschap



The HEART &
ENERGY OF A
START-UP

SCALE & MUSCLE
OF A FORTUNE 100

My view on effective and motivated teams

Positive emotions

**Clear objectives &
strategy**

Innovation & Inspiration

Support & Trust

POM (energy, not time)

Bottom-up approach

**Situational
leadership**

**Individual/team
development**

Sound communications

Growth Mindset + 4Qs

Positive emotions

Our Vision

Create technology that makes life better for everyone, everywhere.

Our Mission

Engineer experiences that amaze.



keep reinventing

KEEP ON
ROCKIN'

high Passion
for you!

THINK PLAN DO
LET'S MAKE IT HAPPEN!

Work with
Pleasure

Let's do amazing!

Excellence
in everything
from the
very first day!

HP DOES NOT WEAR A WATCH...
THEY DECIDE WHAT TIME IT IS

HP
NOW START
FOR NEW REVENUE

Act as one
One HP

PASSION
BY
UNITE INNOVATION

THINK BIG!

Get your
HP on!

We'll do it
the HP way!

WIN &
WIN BIG!
"Shoot for
the stars"

IT'S ABOUT GOOD PEOPLE

Now look...
Niels is our life!

GREAT PROJECTS
GREAT PEOPLE
GREAT SUCCESS!

BACK
WARD
NEVER
FORWARD
EURE!!!

Go and
get it!!

let's
shape
an amazing
future together

Maximize
business
in the
future

Go-HP

Passion &
our products
combined
with passion
of HP people

Never underestimate
the power of
Enthusiasm

Keep the start-up
spirit!

Reinventing our company
together!

WE ARE ALL
FOUNDERS



Established 1939
Reinvented 2015

Passion &
Pleasure

Run
where
Passion

We create
an amazing
future with
you!

Everything
on a
Service

Together we will
Amaze our customers!

Let's design
the new future

Let's play and
win all together

Time to be Bolder?
(in a good way)

Let's design
the new future

Make every
customer
an HP first

Let's play
and win the
new game in
HP Jr.

Think big &
kick ass!

Let's change the
game of innovation

Let's play and
win all together

Time to be Bolder?
(in a good way)

Let's design
the new future

Make every
customer
an HP first

Let's play
and win the
new game in
HP Jr.

Strategie



A young girl with dark hair in a ponytail and a young boy with dark hair and freckles are both wearing blue hoodies and looking down at a tablet screen. The girl is on the left, and the boy is on the right, resting his chin on his hand. The background is blurred, suggesting an indoor setting.

Vision

Create technology
that makes life
better for
everyone
everywhere

Mission




Engineer
experiences
that amaze

Brand

Keep Reinventing

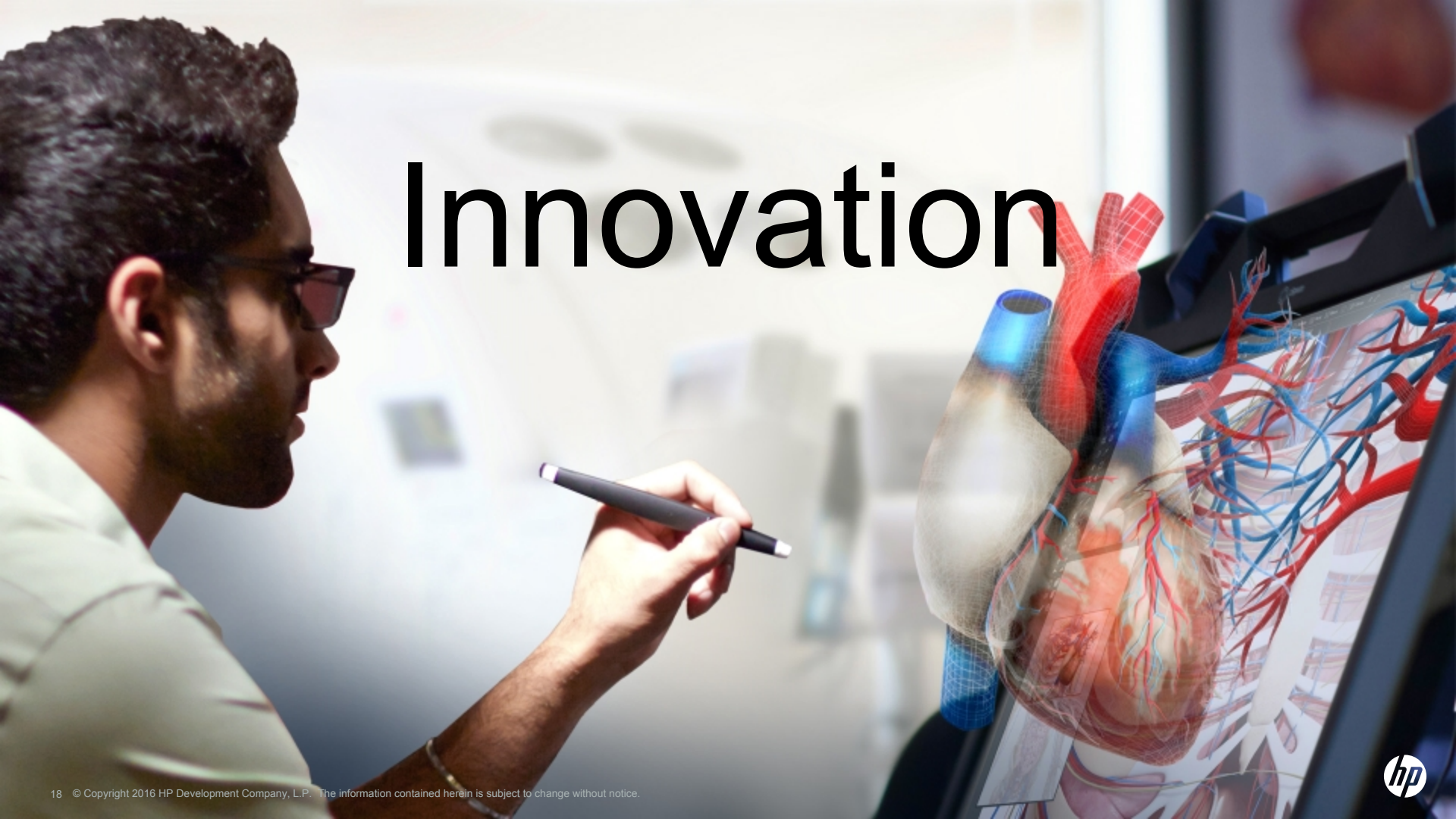


Strategie

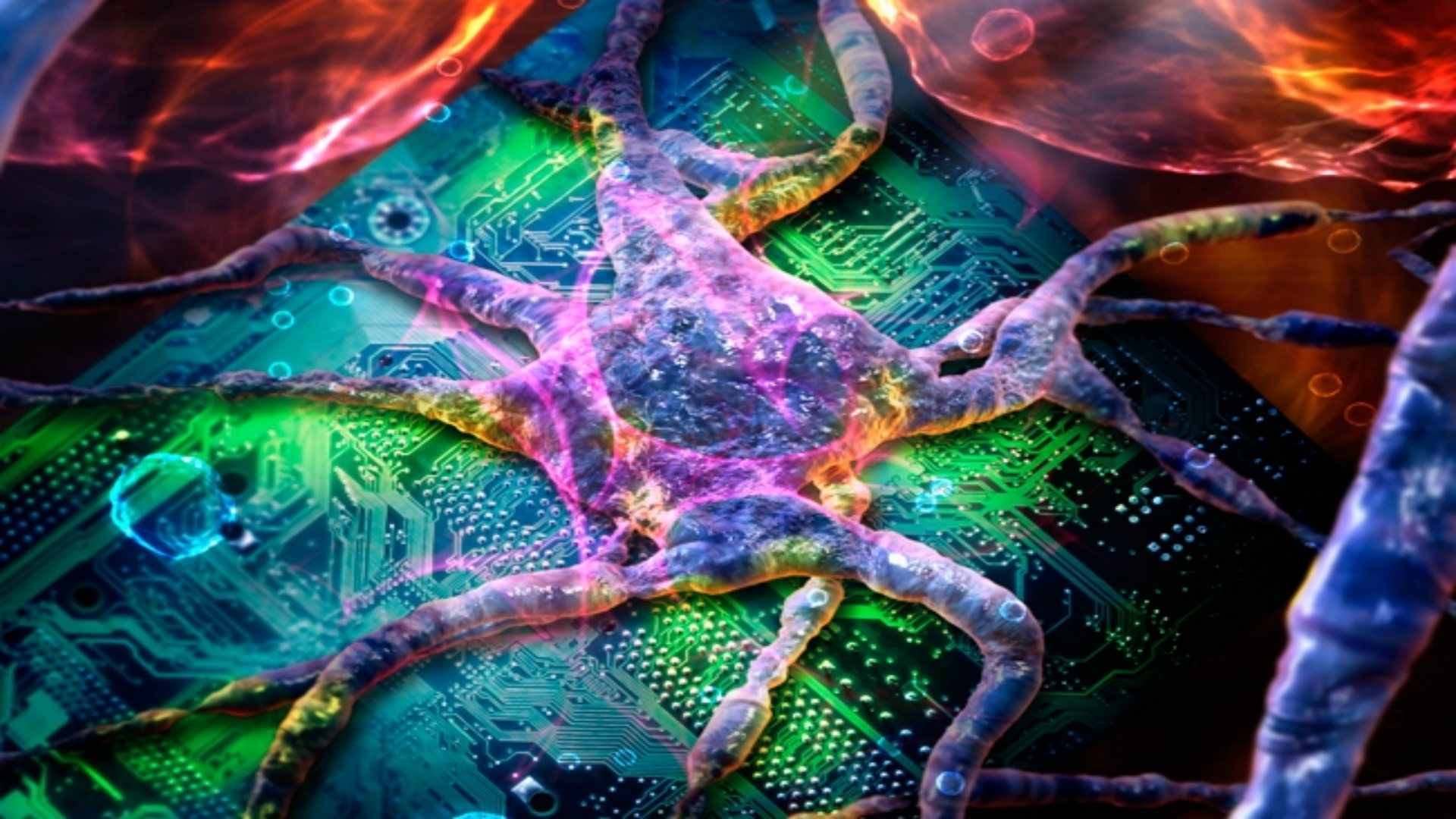
Core \$415B TAM		Growth \$155B+ TAM	Future \$10B–\$30B+ TAM
 PRINTING	<div>Reinvigorate the home</div> <ul style="list-style-type: none">• Capture business printing• Extend PageWide	<ul style="list-style-type: none">• Capture copier pages (A3)• Drive graphics	<ul style="list-style-type: none">• Lead 3D printing
 PERSONAL SYSTEMS	<ul style="list-style-type: none">• Lead commercial• Deliver multi-OS/ form factor devices		<div>BLENDED  REALITY</div> <ul style="list-style-type: none">• Drive immersive computing
Services and solutions			



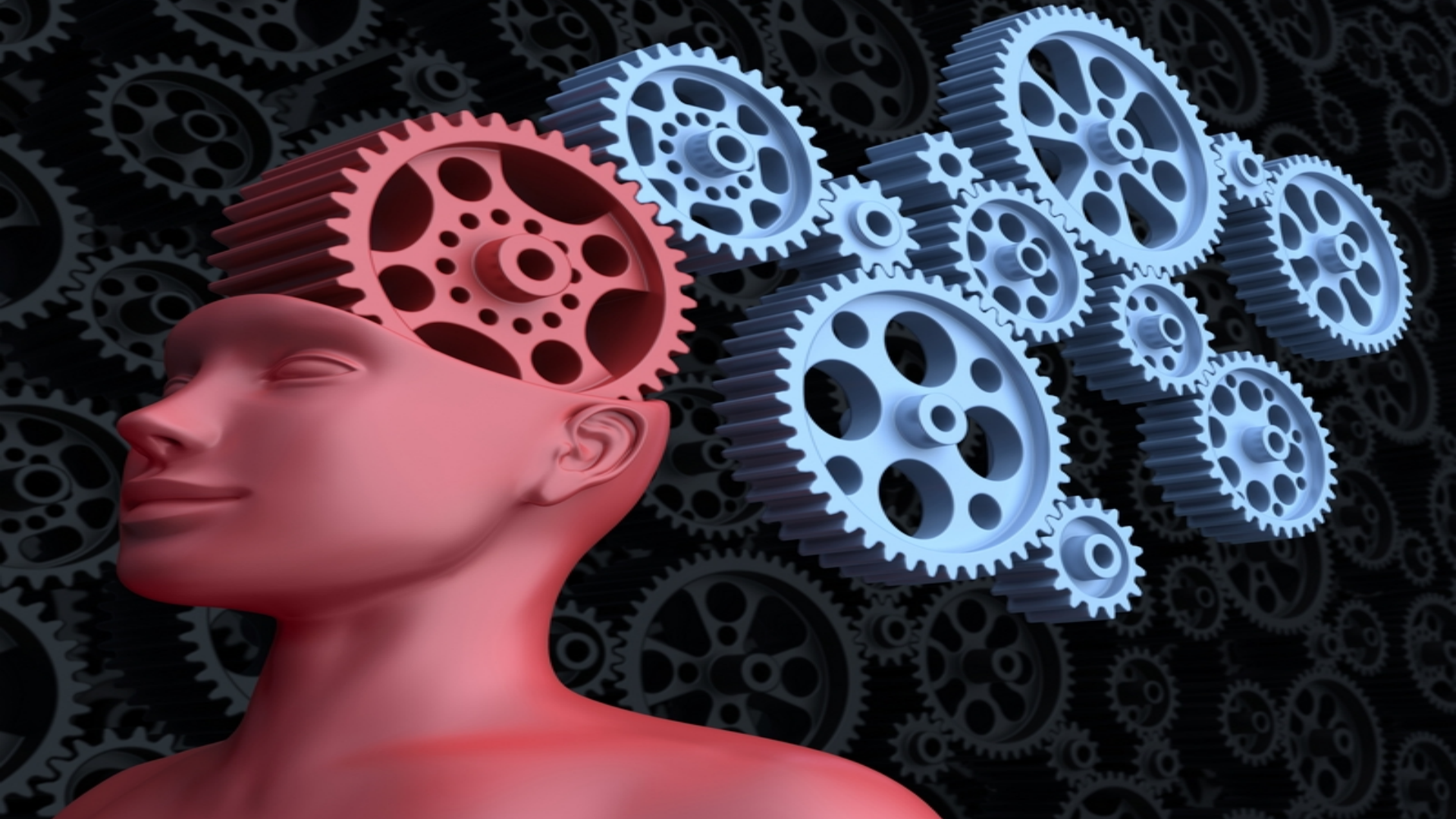
Innovation













The future today: HP Jet Fusion 3D printers



HP Jet Fusion 3D
Printing Solution
reinvents how you
prototype and produce
functional parts
Delivering quality
output, up to 10 times
faster at half the cost



Superior, consistent part
quality



Breakthrough productivity



Lowest cost-per-part




Inspiration



Characteristics of Genuine Relationships

TRUE RELATIONSHIPS

- Mutual
 - Interactive
 - Benefit for both parties
 - Change in behavior for both parties
 - Unique
 - Trust
- 

Source: Peppers and Rogers

TRUST =
CREDIBILITY + RELIABILITY
+ INTIMACY + SELF-ORIENTATION

Source: Maister

A close-up photograph of several hands stacked together in a huddle, symbolizing teamwork and energy. The hands are of various skin tones, and some are wearing blue patterned wristbands. The background is a warm, out-of-focus light. The text "Energy, not on time" is overlaid in white, bold, sans-serif font.

Energy, not on
time



keep reinventing

Bottom-up approach









Values & Behaviors

Own your destiny

Innovative

Create the space

Empower everyone

Experiment

Will to Win

Ambition

Risk taking

Positive attitude

Always accountable

Leading from the front

Run to the fire

Name and fix the problem

Passion for customers

Build respect

Show empathy

Celebrate success

People & Team

People development

Energize teams

Build an inspiring environment

Symbolen





Support & Trust

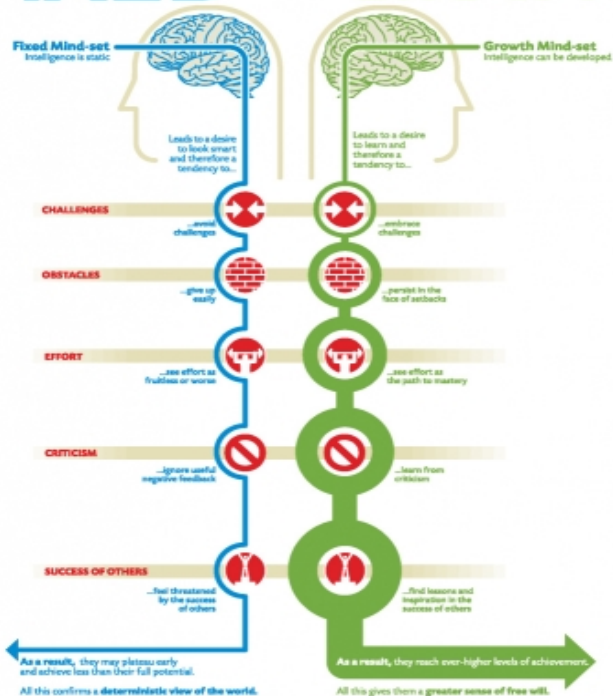


Communicatie



Driving the growth mindset....

FIXED GROWTH



What Kind of Mindset Do You Have?



I can learn anything I want to.
When I'm frustrated, I persevere.
I want to challenge myself.
When I fail, I learn.
Tell me I try hard.
If you succeed, I'm inspired.
My effort and attitude determine everything.



I'm either good at it, or I'm not.
When I'm frustrated, I give up.
I don't like to be challenged.
When I fail, I'm no good.
Tell me I'm smart.
If you succeed, I feel threatened.
My abilities determine everything.

Created by: Reid Wilson @wayfaringpath ©©©© Icon from: thenounproject.com

Customer Centricity



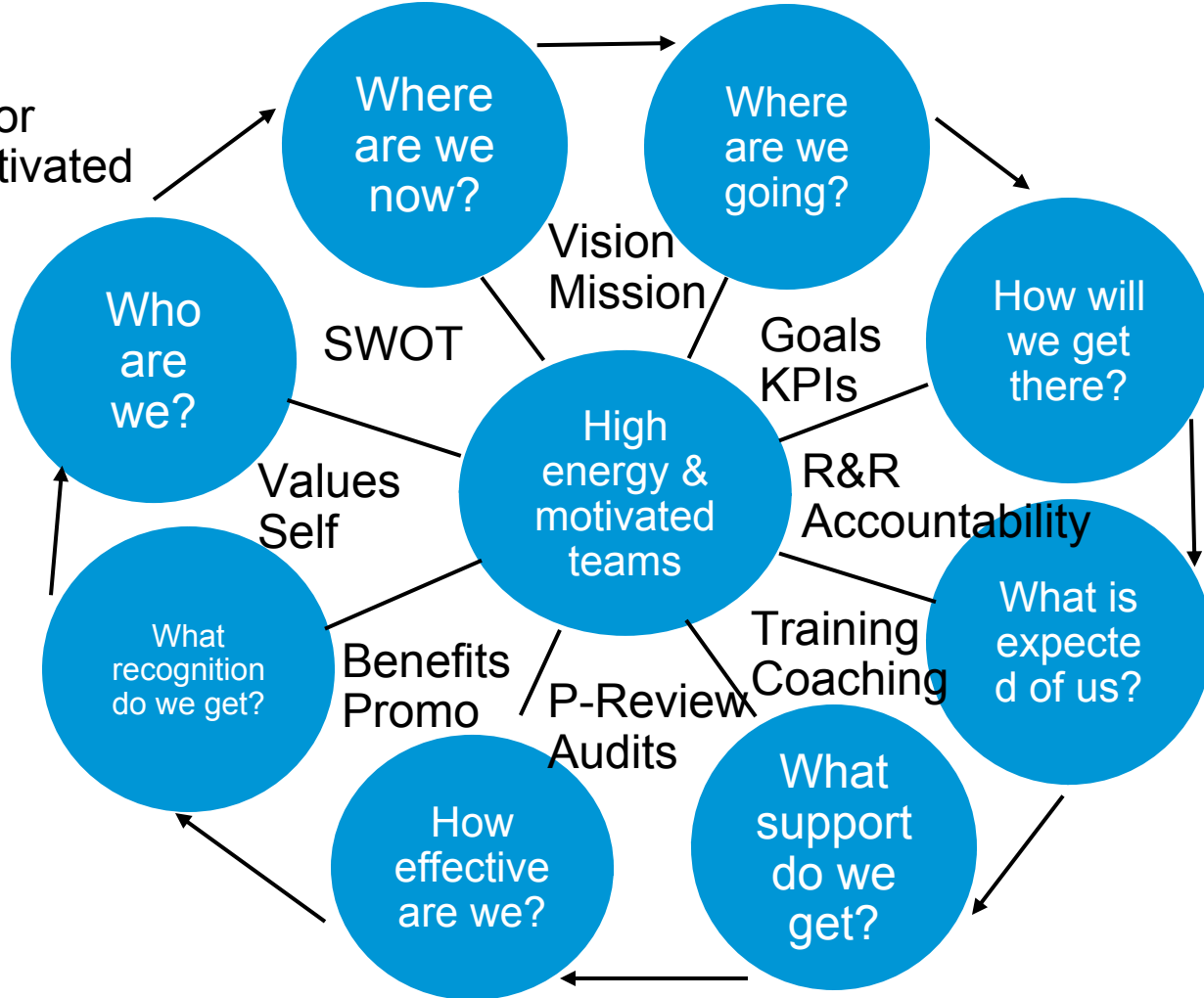
Mijn geleerde lessen

- 1 Klanten ECHT central stellen in grote veranderingstrajecten, samen met collega's
- 2 Stuur actief op het medewerkers motivatie-ecosysteem, van onderuit de organisatie
- 3 Het delen van progressie is essentieel voor motivatie bij mensen
- 4 De zachte kant van verandering is minstens zo hard als de harde kant van verandering

**Dank voor uw
tijd!**



A model for
highly motivated
team



Leiderschap



Ken Blanchard:
***"Leiderschap
is het ontketenen
van de kracht
en het potentieel
van mensen
en organisaties
voor een hoger doel."***

Mijn ervaringen:

Leiderschap begint bij jezelf

Manage energie, niet tijd

Leiderschap is te leren

Mix van IQ, EQ, PhQ, SQ