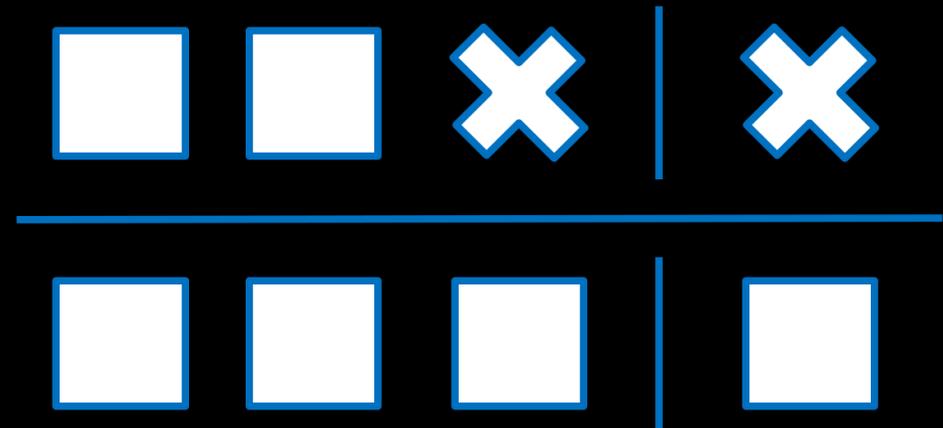


# intelliVen

Intelligent Strategies. Successful Ventures.

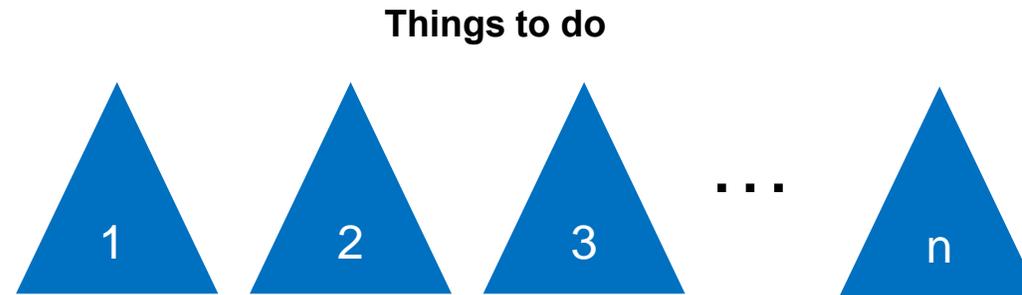
How to decide what to do next?



## **FLOW is achieved when:**

- You have a specific, hard-to-reach, but achievable, goal.
- You work hard to reach the goal.
- You know what to watch to know where you are in terms of reaching the goal.
- You have, or know you will get, the skills and resources to be successful.
- You enjoy it so much that you lose track of time in its pursuit

# What happens when there are too many things to do:



## PROs:

- Working on many things seems like it should increase the odds that at least *something* will go right.
- If nothing goes right, you can blame it on being too busy.
- Time is spent based on interrupts from email, texts, tweets, calls, knocks on the door, etc.
- You get to be the “hero” who jumps in to address the crisis du jour.

## CONs:

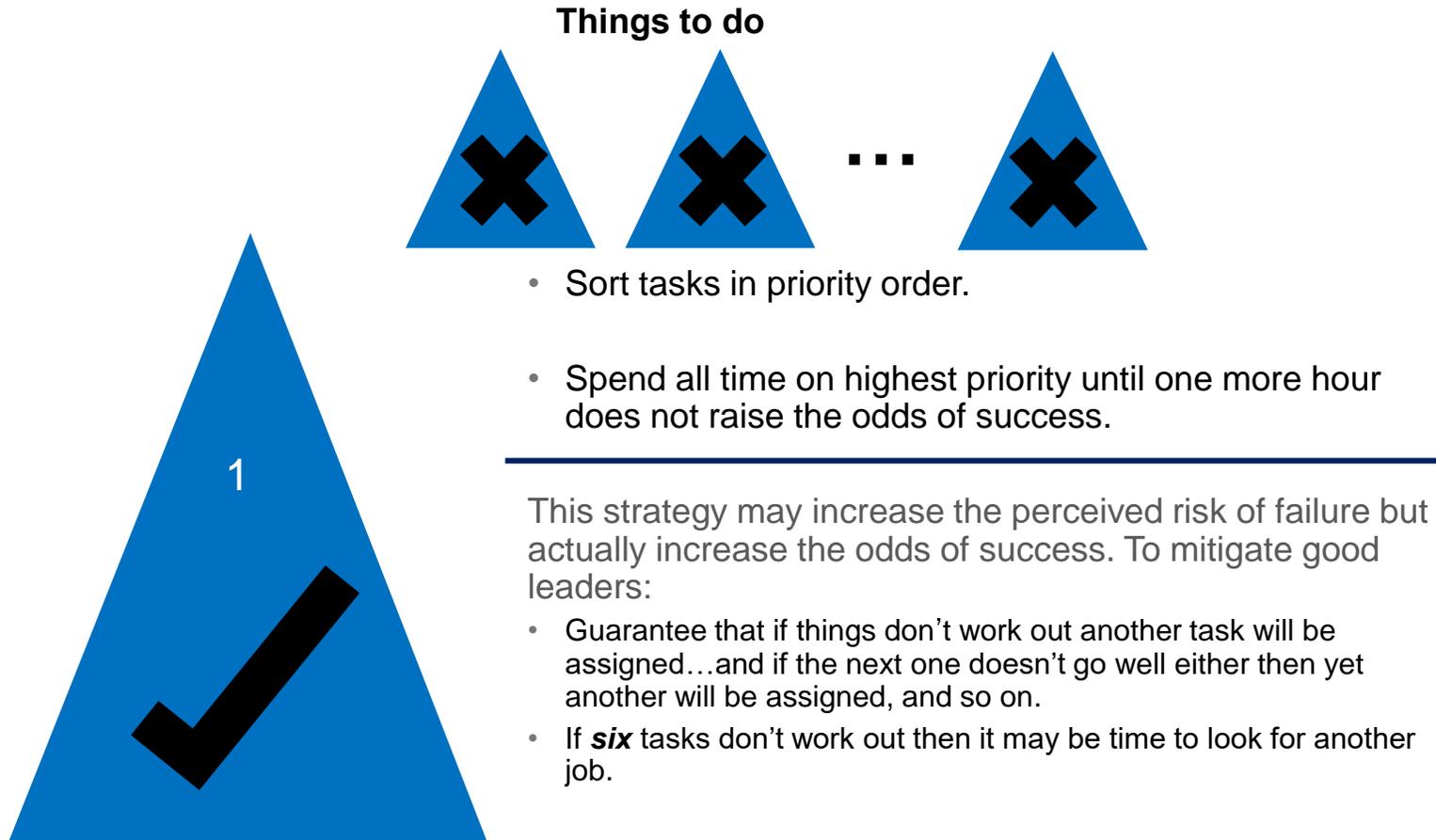
- Goals are not met because each task gets too little time, attention, and effort.
- You work real hard but get little done.
- You get tired, lose confidence, feel ineffective.
- You get an Inflated sense of self importance (“Hero Complex”).
- You get addicted to chaos.
- Doesn’t scale well.

## A good time management strategy:

- Choose one task and work on it exclusively until a specific point of progress is reached.
  - It is hard to progress meaningfully on more than one task at a time.
  - Pursuing more than one task at the same time results in thrashing (attention on one task is interrupted by the need to attend to another) and in being busy but with little progress.
- Concentrate on one task and then switch to another one at another time as a choice or decision and not based on interrupts.

# Don't try to get everything right but be sure to get something right!

Things to do



- Sort tasks in priority order.
- Spend all time on highest priority until one more hour does not raise the odds of success.

---

This strategy may increase the perceived risk of failure but actually increase the odds of success. To mitigate good leaders:

- Guarantee that if things don't work out another task will be assigned...and if the next one doesn't go well either then yet another will be assigned, and so on.
- If **six** tasks don't work out then it may be time to look for another job.

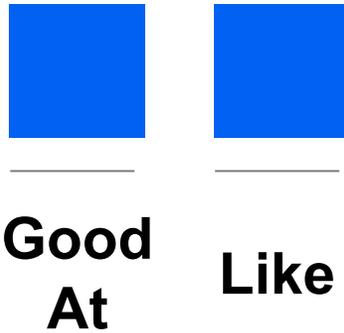
# Key to success:

Act Intentionally...  
Persist Variously!

I.e., decide what is most important to do and do it until it is no longer the right thing to do.

How leaders decide who to assign to do what.

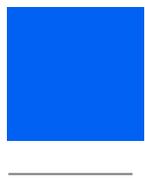
**Good leaders learn what people like to do and what they are good at doing and make assignments to match.**



**A problem comes when someone wants to do something other than what they like and what they are good at because they believe others think that something else is more valued.**



**Good  
At**



**Like**

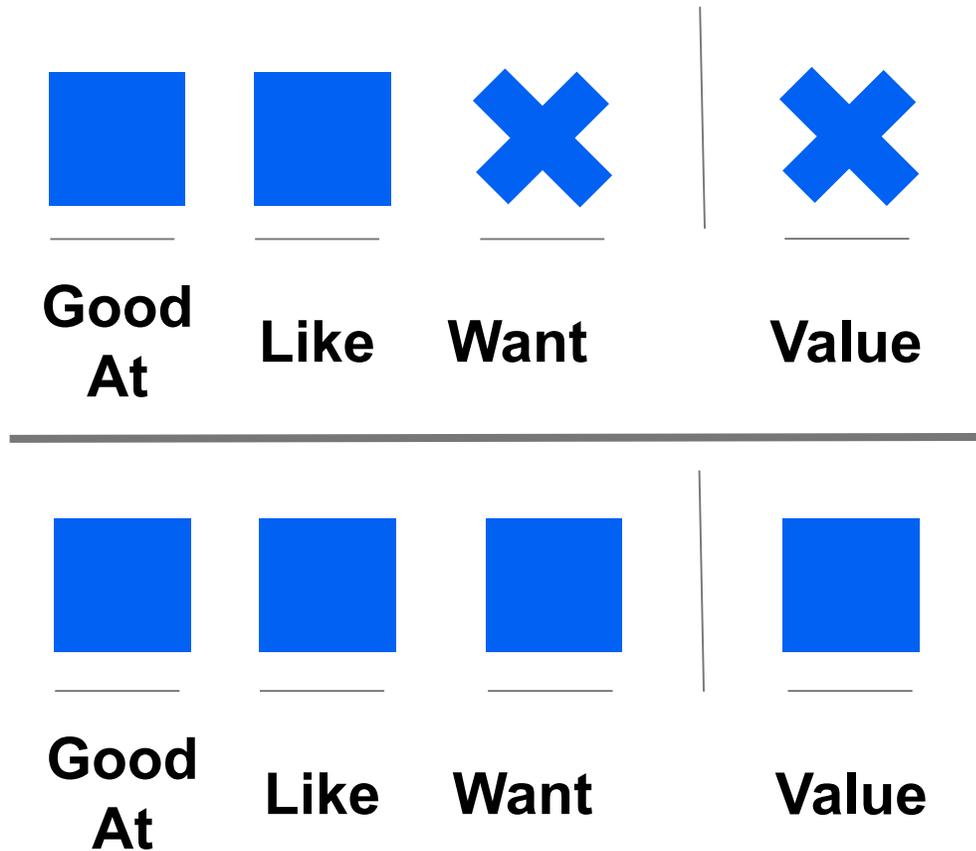


**Want**

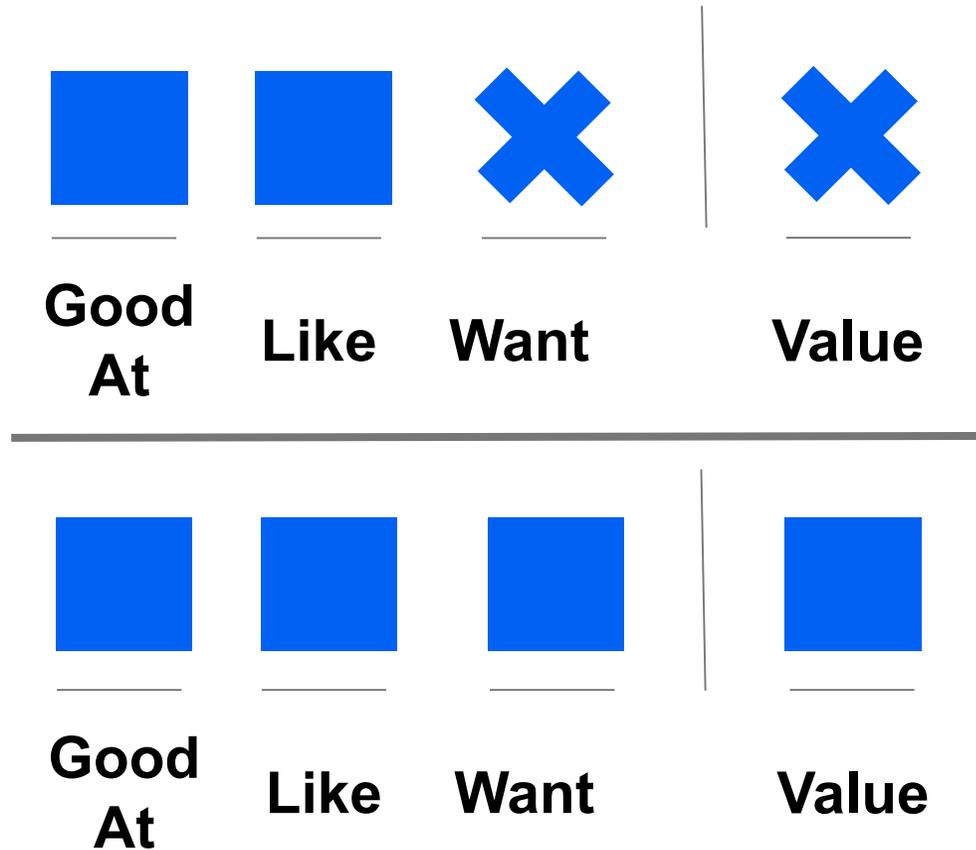


**Value**

The leader's job is to learn what workers like and what they are good at and then to convince them that what they like and are good at are indeed valued so that s/he will *WANT* to do it.



# Aligned workers get and stay more engaged and perform dramatically better.



## Note:

- Steve Jobs, Daniel Goleman, Krishna Dass, Ram Dass all spent time in an Indian ashram with Hindu guru Neem Karoli Baba at the start of their careers. All turned out to be immensely successful.
- Guru Baba got to know them each well and used his status as their yogi to give them permission to be who they really are.
- Most people have to figure out for themselves how to chart the course of a fulfilled life.
- The best leaders play the role of enlightened yogi and assign those in their organization to do what they are good at while also getting them to *want* to do it.