



"Risorse Umane e Non Umane"

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Avio Aero

...a culture of (collaboration)(excellence) = impact*



VUCA

Volatility,
Uncertainty,
Complexity,
Ambiguity



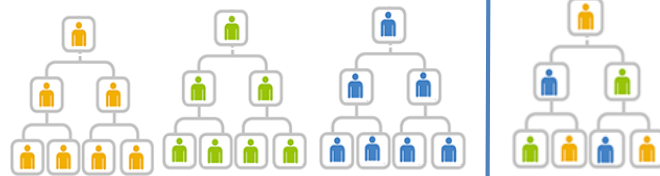
Evolving the Model ... activating the Ecosystem

Functional Organization



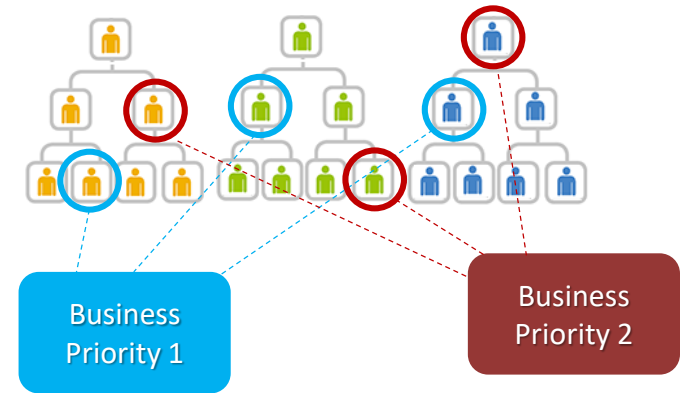
- Functional Excellence
- Risk of silos

Mission Based Team



- Outcome focus
- Expensive, a potential silo

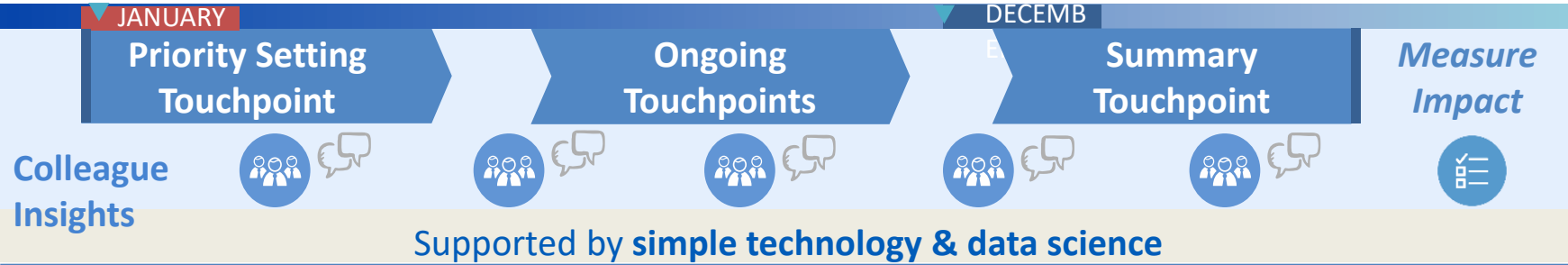
Team of Leaders



- Outcome/customer focus ... formal & shared x-functional accountability
- *Excellence* as a habit
- *Collaboration* as a hard competence ...

Nurturing broader, collaborative leaders

Performance Development Vs Performance Management



- Priority-Setting** focusing on the most important work for the customer

- Touchpoints** enables testing, learning and acting

- Insights** providing real-time feedback and development

- Summary** creating meaningful dialogues on contributions and how to drive higher levels of performance



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A GE Aviation Business

