



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

Trimo leadership alumni Trimo leadership alumni Trimo leadership alumni



Tatjana Fink

"Five steps leadership development process connects the members of our team like wireless connections. The signal's power between us depends on our energy which we put in to the connections. United past energy among the Trimo leaders can end Trimo to develop secure and successful future."



Breda Kotar

"The leaders lead people throughout the permanent changing world. And bring people together and search for the unique space. This is big gap between needed discipline-management and creativity-leadership and something more. Leaders are creating the environment for freedom, dreams, to think and act differently, anticipating resistance and put it into the agreed directions."



Milos Ebner

"I was expecting some kind of more intangible or more esoteric approach, something that is not very close to me. But I was opened for new experiences and after two years I can say that one of the most important results I will take with me is much better understanding of my colleagues and myself, dealing with personal relationships and how important they are in getting to result and in leadership generally."



Robert Kravica

"I am aware, where I am standing at specific moment, so that I can move in the space of possibilities. I can reflect, without looking for who is guilty, what went wrong... when coworkers don't file themselves in defending position, so they are involved in finding new solutions. If I want to involve people to help me find new possibilities, relationship is crucial."



Robert Skrbinec

"I realised that coaching is not about giving instructions, explaining how something needs to be done, but more about creating possibilities by asking open questions, that will lead them to come to solutions by themselves. Feed backs with pluses and deltas"



Marta Strmec

"Every module was like finding new puzzle on my treasure map that revealed some unknown potentials, strengthen my standing point or made me aware of some new box behavior. With each module I understood more the meaning of taking 100%"



Metka Kastrevc

"I went through the process with all the ups and downs with high motivation. All this period I had a lot of fun, I was courageous and had a very clear direction, I felt deeply connected with my colleagues from Alkopal and Trimo on the relational level. I've got a much better understanding of myself, my own capacity and others. Through this I have got more self-confidence and have more fun to work together with other. I realised what is really important in my business and private life and I try to be more often with my values."



Brane Tisu

"I learn to communicate in a way to achieve the goal. Circle of trust gave the best to be more efficient in certain situations, when help needed, it is clear what I am here for, when issues come they are not managing my mood - it is now the opposite. I learned that nobody is jumping from email and makes me angry, it is my decision. Everything is our decision."



Nataša Šteferl Popit

"I learned that change can only happen in me first. And also that every my action has the impact on others. Change can also happen when everybody takes a conscious decision on his/her own. Natural learning for me became when I coach the others. When I speak with others, I am asking them open questions. The key here is that the coaches find his/her own solution. My role as the coach is only to lead him into the space of possibilities."



Boštjan

"I started my leadership journey at the beginning of the year. I was like a blank character. Several things happened about the business..."



Robert Skrbinec

"Development of my competencies depends only on my belief, that I can do it, that I want it and that I trust in myself. I know where my source of power and success is. I'm still in the process of learning, but I know my way back when I'm carried away."



Robert Skrbinec

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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





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.



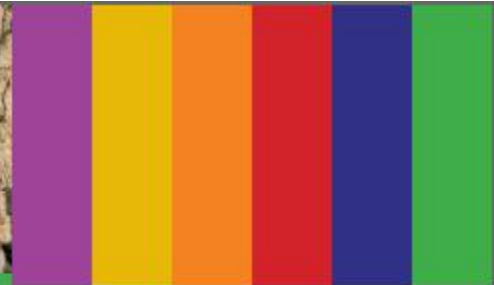
INNOVATION

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.**

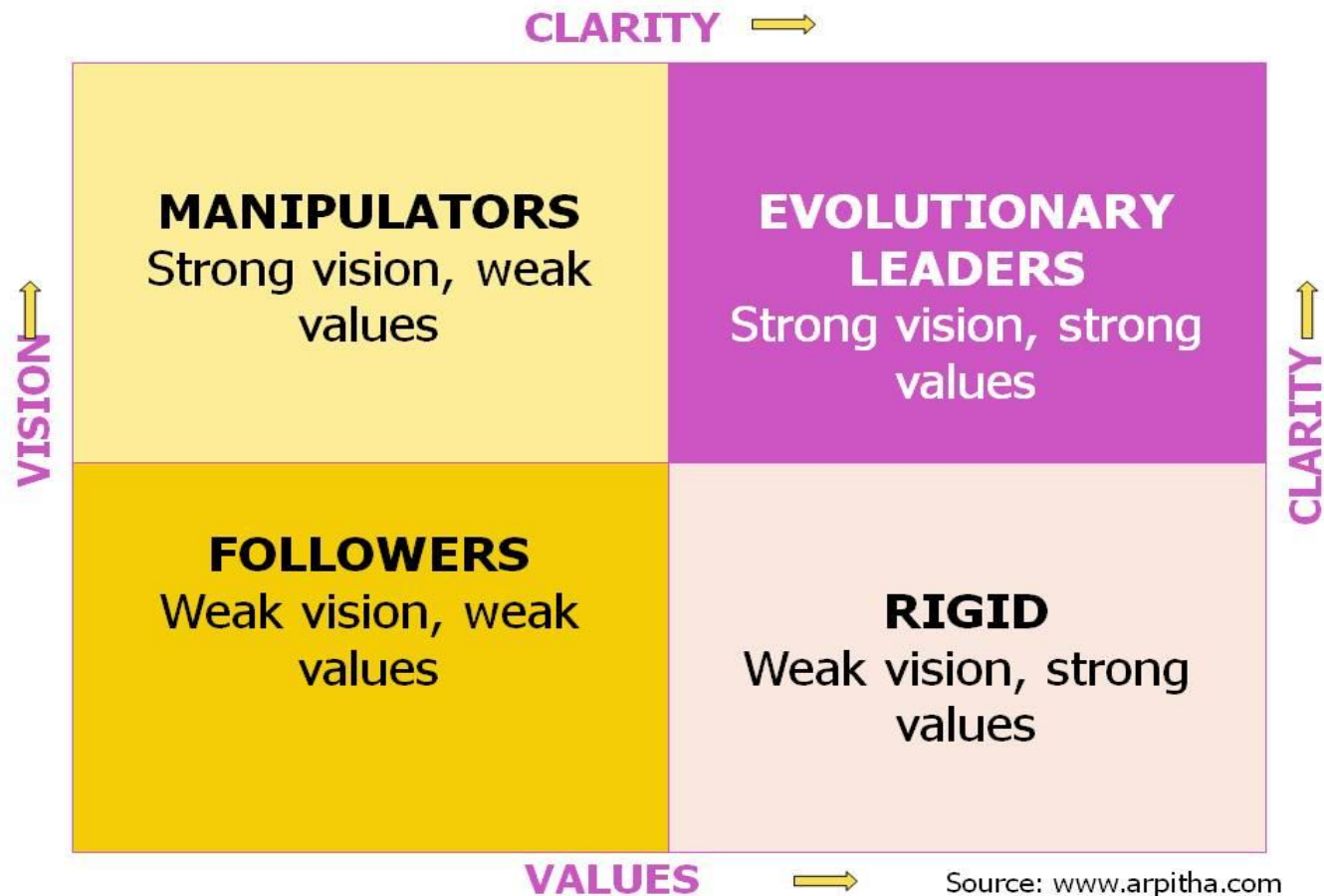
- I trust myself, my colleagues, and business partners.



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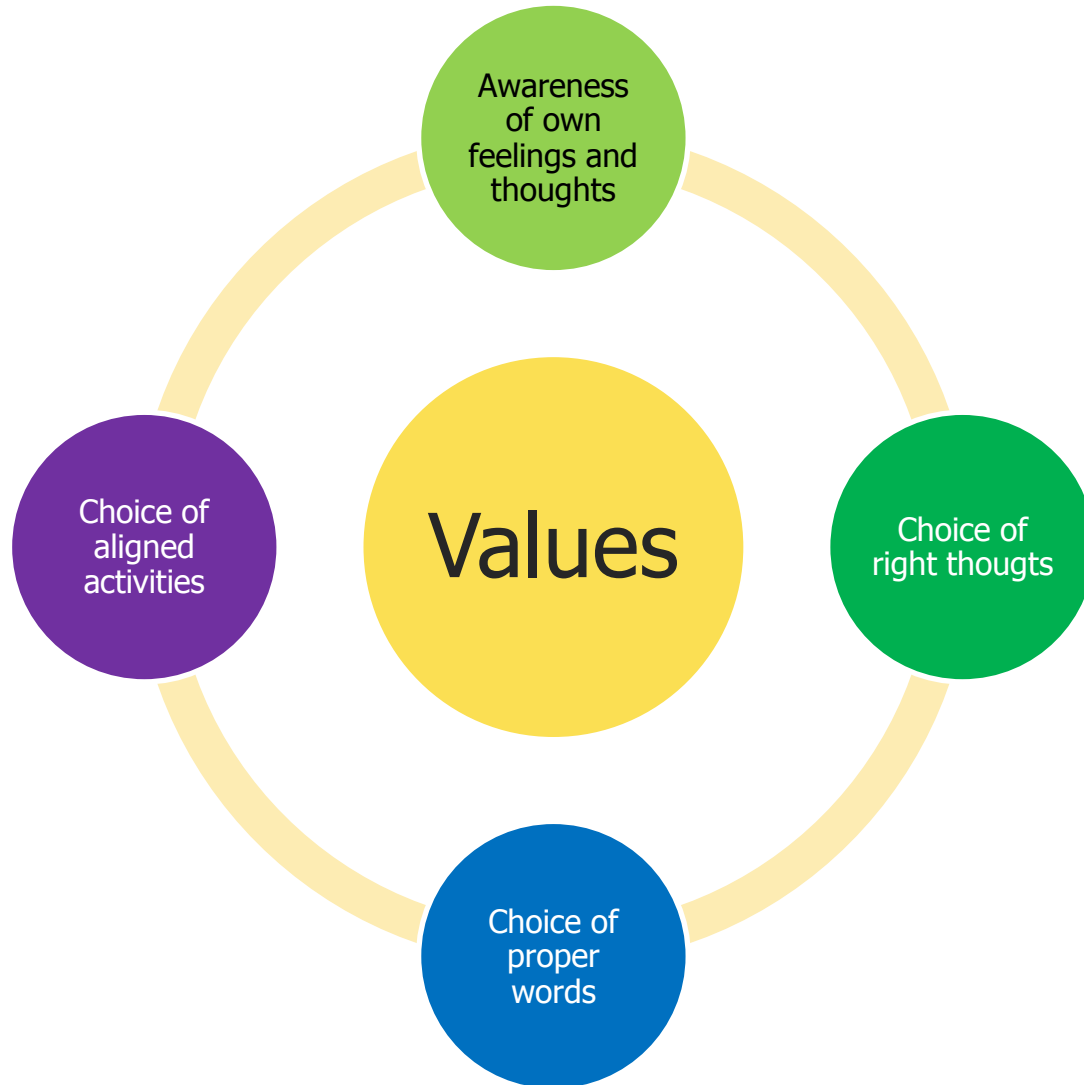


9 Evolutionary Leaders



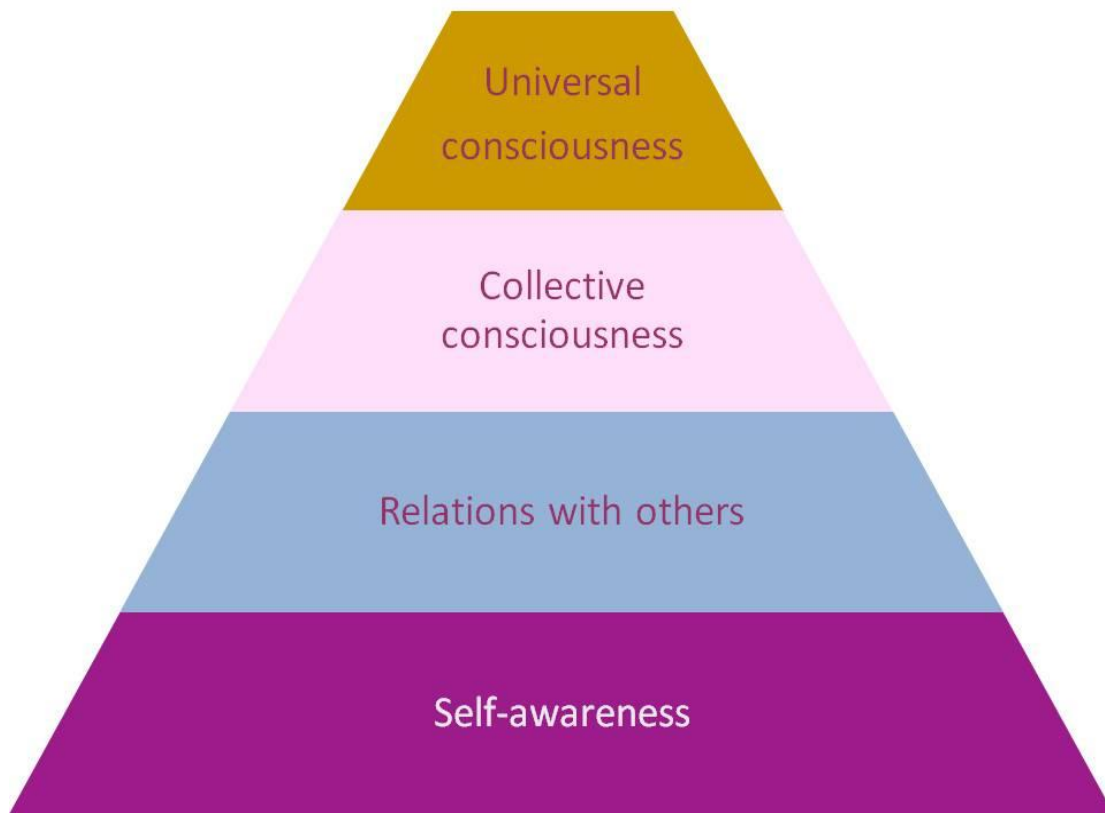


We select out thoughts





We are aware of the impact on collective consciousness



Source: Phil Mirvis



We want to act as business knights

