



LEADERSHIP TRANSFORMATION TO THE NEW NORMAL

Yohanes Jeffry
Country Finance Ecolab Indonesia



Yohanes Jeffry Johary

 Yohanes Jeffry Johary |  @yohanesjeffryj |  Yohanes Jeffry |  @yohanesjeffryj

Asia Pacific Public Speakers and LinkedIn writers

- ❑ Core members in cross function sharing C-suite discussion in EGN forum.
- ❑ Mar 2020, OL, GSCC (Global Supply Chain Counsel), [Supply Chain](#) Risk Asia Forum: Building internal and external business ecosystem...
- ❑ Feb 2019, Singapore, Marcus Evans, [Finance](#) Digitalization Asia Pacific.

Member of Professional Association

- ❑ Gen HR
- ❑ Executive Global Network Singapore
- ❑ Global Supply Chain Council
- ❑ Indonesian Accountant Association

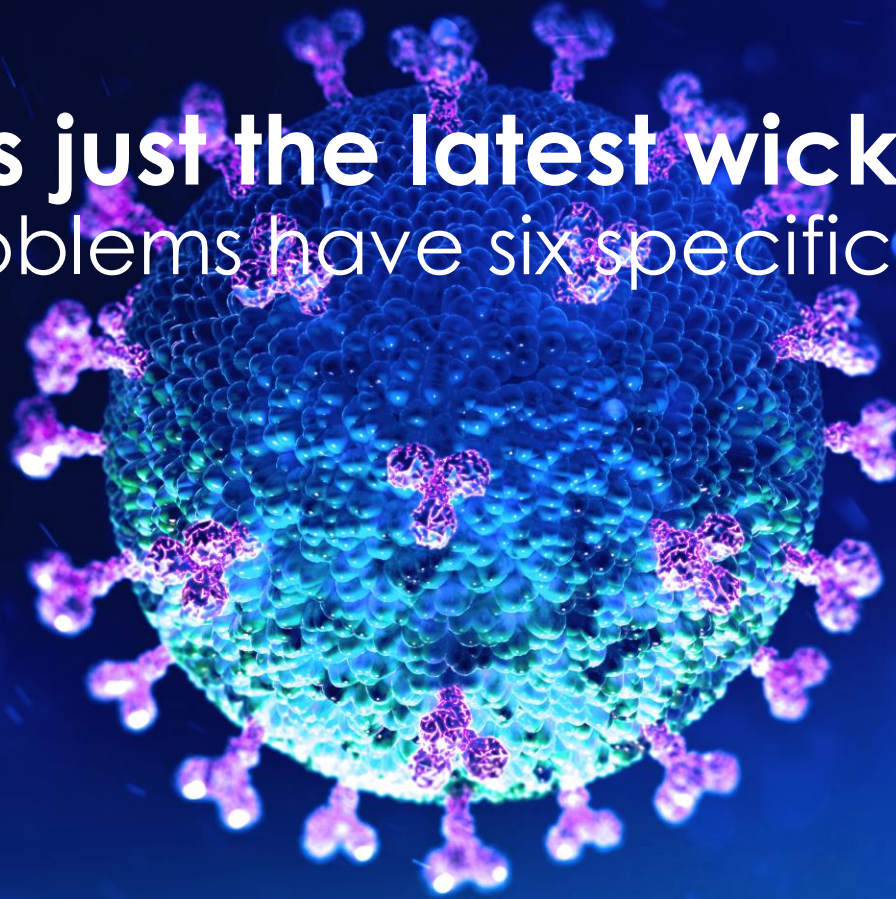
Work Experiences across different industries and diverse leadership roles

- ❑ Country Finance Head, Ecolab (Feb 2020 - current)
- ❑ ISS (Jan 2015 – mid Feb 2020)
- ❑ Henkel (2007 – 2014)
- ❑ KPMG, Abbott, Sanken

COVID-19 is just the latest wicked problem

All wicked problems have six specific qualities

1. **Multi- Dimensional**
2. **Multiple Causes**
3. **Multiple Symptoms**
4. **Multiple Stakeholders**
5. **Multiple Solutions**
6. **Constantly Evolving**



COVID-19 is just the latest wicked problem

All wicked problems have six specific qualities

1. Multi- Dimensional
2. Multiple Causes
3. Multiple Symptoms
4. Multiple Stakeholders
5. Multiple Solutions
6. Constantly Evolving

I/ WE + IT

Zoonotic disease & food security, travel, globalisation, biosphere ecosystem - **Viroolution**

Six Waves: health, health system, economic, collaborative communities, systems, unintended

Everyone: but how do we reclaim the truth and our power?

New ways of working + emotional regulation + new meaning + collaborative communities

New horizon for business

4D Leadership

All problems are multi-dimensional – All responses **MUST** be multi-dimensional

Short term action

- Hand washing
- Social distancing, limit trips from home, shop for others
- Temporary hospitals
- Scale up ventilation production
- Recruit more health care staff
- Keep supply chains moving (i.e. food & medicine)
- PPE for front line staff

IT

Long term action

- Develop treatment, IFN-8; chloroquine, HIV drugs
- Vaccination policy and practice
- Review health system leadership, organisation & funding
- Deeper investigation of zoonotic transfer, food security
- Review international health collaborations esp data sharing
- Review system interdependency i.e. Health & economics
- **New business era?**

I

Personal responsibilities

- Self regulation must become first step and widespread
- Inner resilience and well-being
- Reflect on what really matters

WE

People responsibilities

- Balancing work and home relationships
- Cultivate more meaningful digital connectivity (social animals)
- Develop network

Who are we at our core?

The two most successful species on the planet

30 trillion human cells
100 trillion bacterial cells

MICROBIAL CELLS
~100 TRILLION
(~70-90%)



HUMAN CELLS
~30 TRILLION

30,000 human genes
3 million bacterial genes

How do we create commercial narrative?

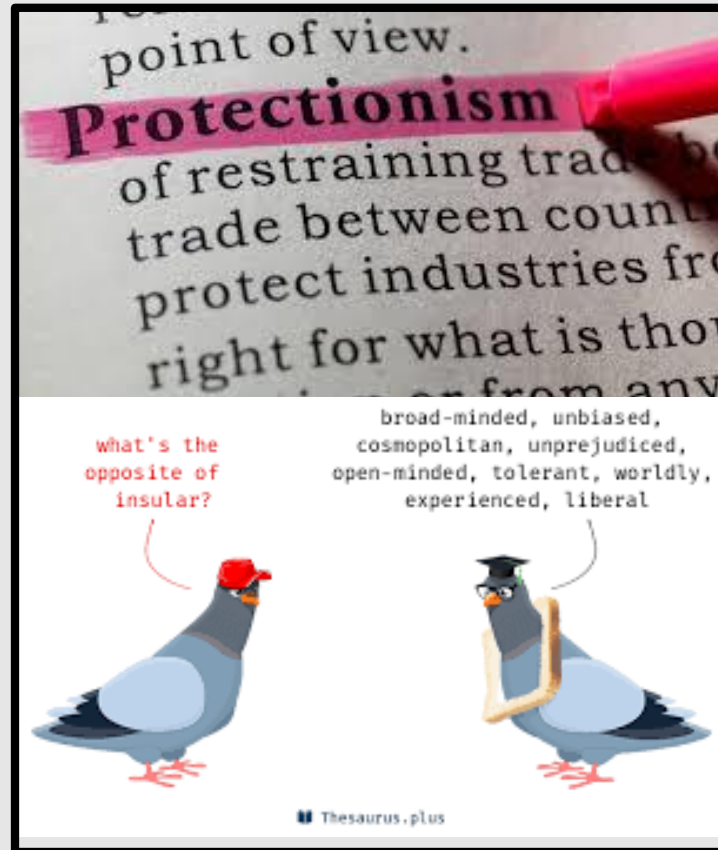
We could take a lesson from the best economy in the world



THE NEW NORMAL

Two possible alternate futures...

“.. Companies or nation regress to insularity and protectionism ..”



“.. Some Companies seize the moment and change their ways of working their relationship with their customers and even themselves..”

4D Leadership

All problems are multi-dimensional – All responses **MUST** be multi-dimensional

Short term action

- Cost base management, travel and footprint
- Cash management, less debt
- Pivot to new products and services
- Digitally enabled home working
- Lean and agility ways of working
- Flexi control

IT

Long term action

- Establish DDOs
- CEO, CFO, COO, CCO, CRO..
- New governance, delegated authority and greater role clarity
- Collaborative cross company alliances
- Three layered networked organisations
- Reporting levels

I

Personal responsibilities

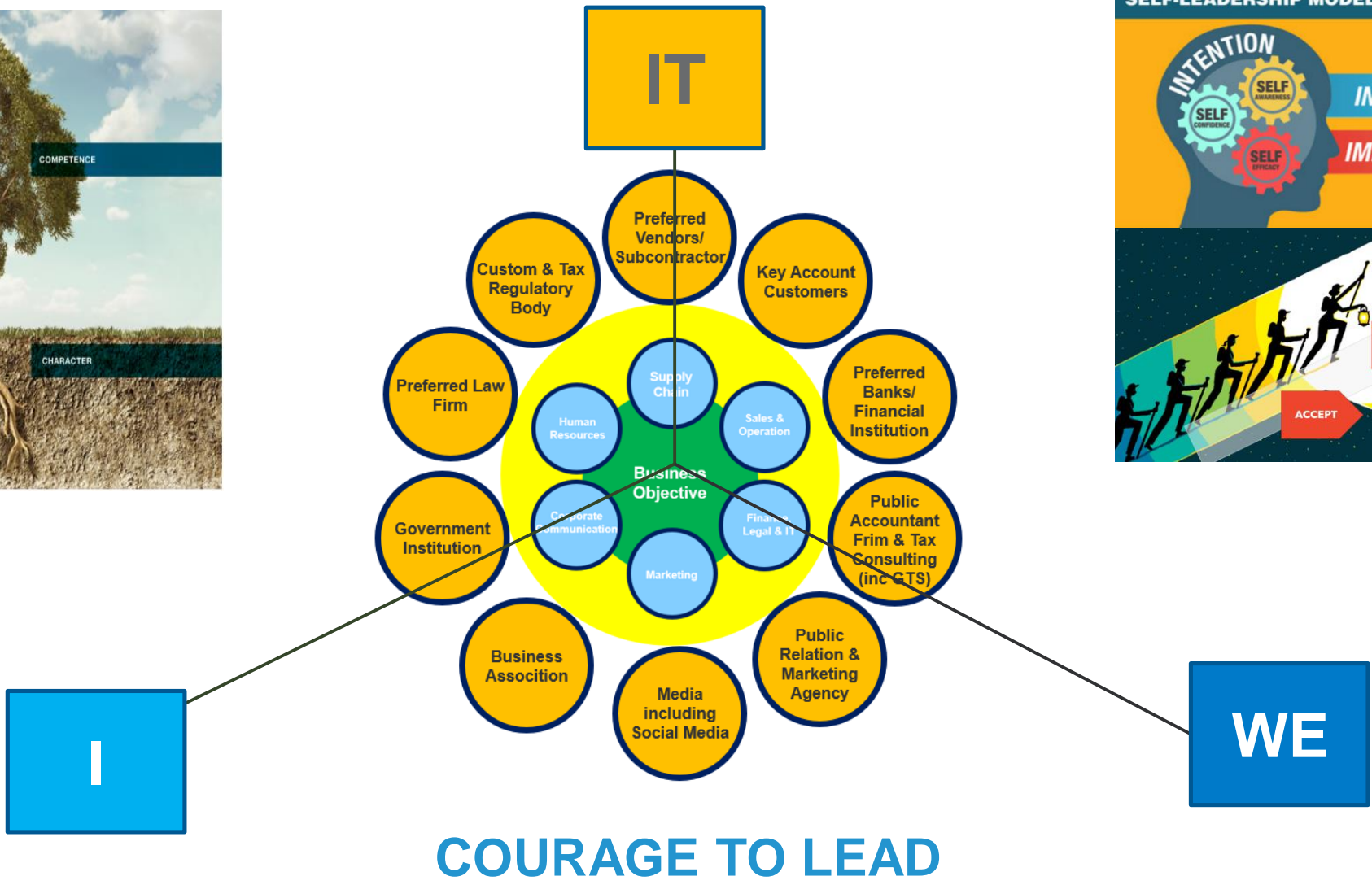
- Step change yourself, change becomes currency
- Emotionally wellbeing central
- New meaning creation

WE

People responsibilities

- Values helping others more than helping ourselves
- Develop much greater levels of prosociality
- Understand networks
- People reclaim truth and power

.. to the new way of collaborative working..





Q & A