

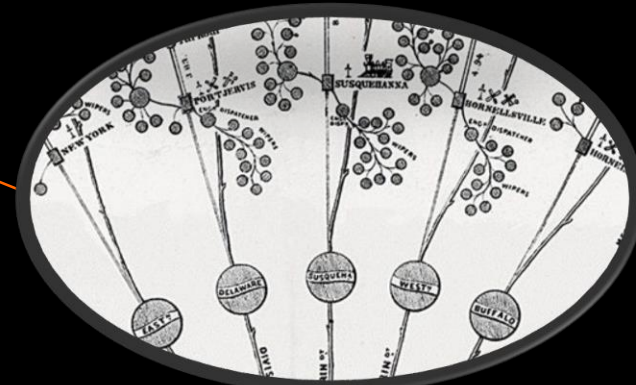
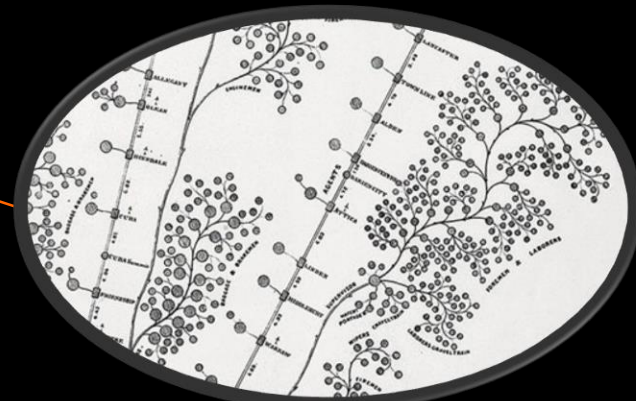
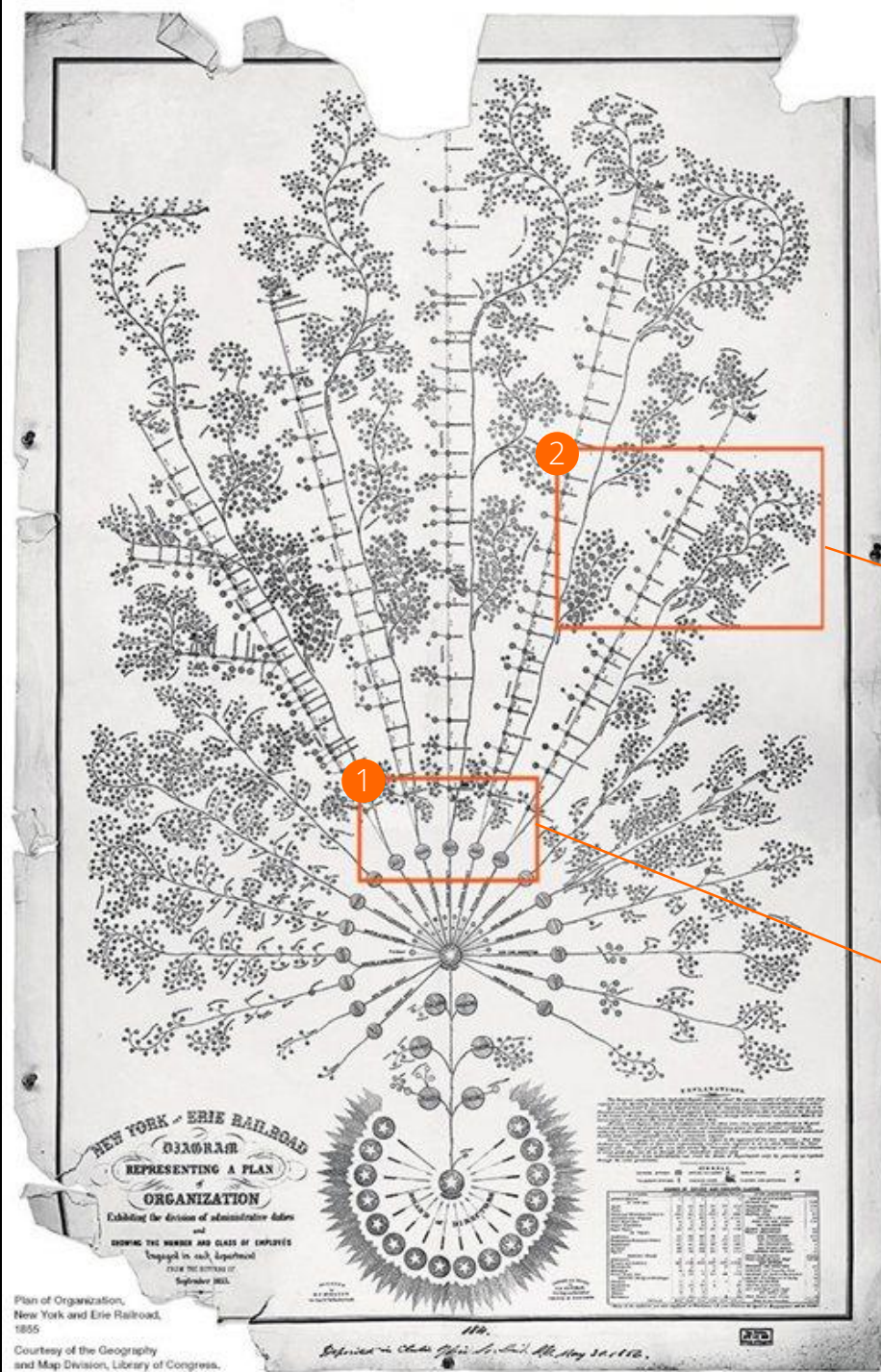
# Changing workforces, workplaces and the super-successful SME

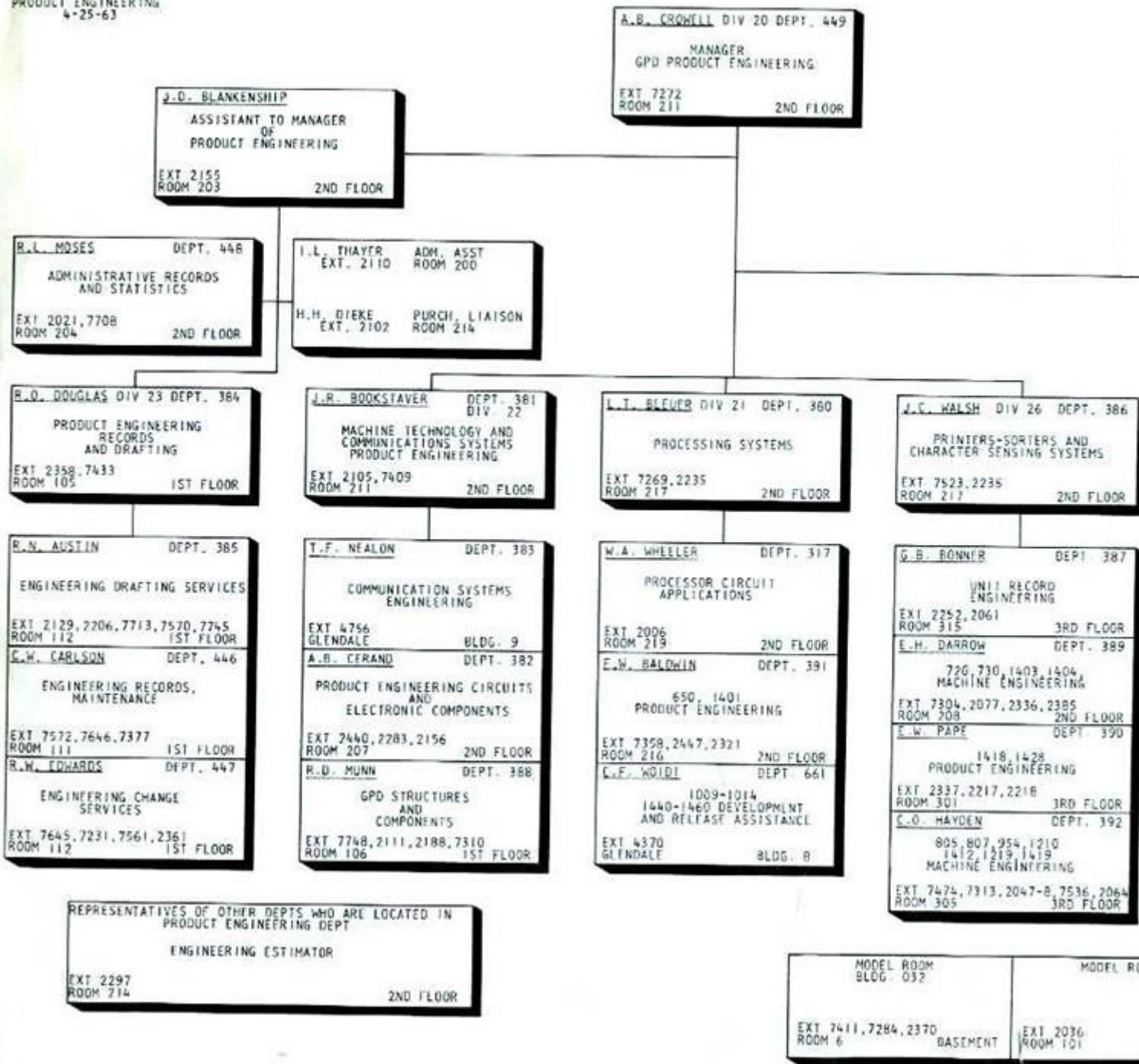
Buckinghamshire Business First  
March 2019

# The workplace



# The Erie Railroad Company in 1854

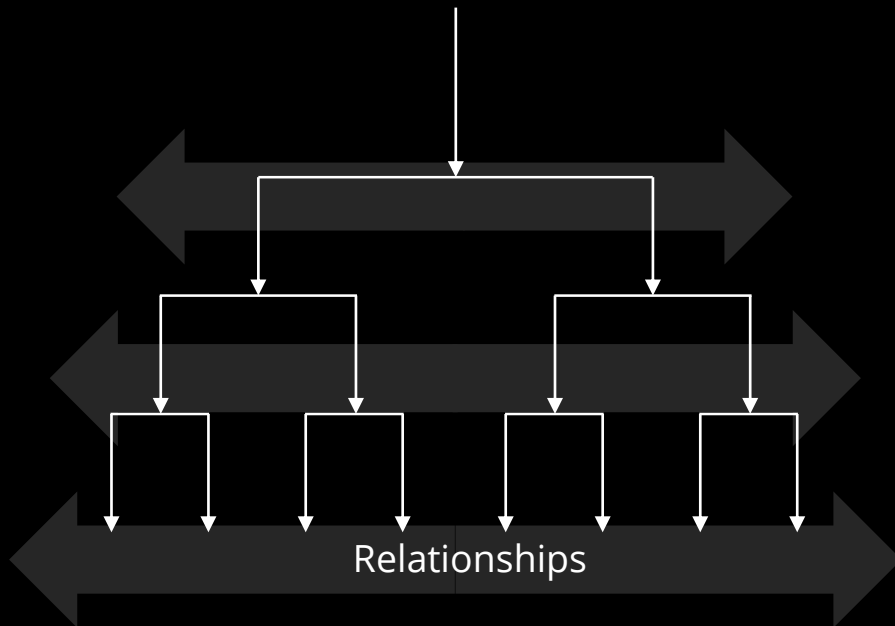




IBM  
in 1963

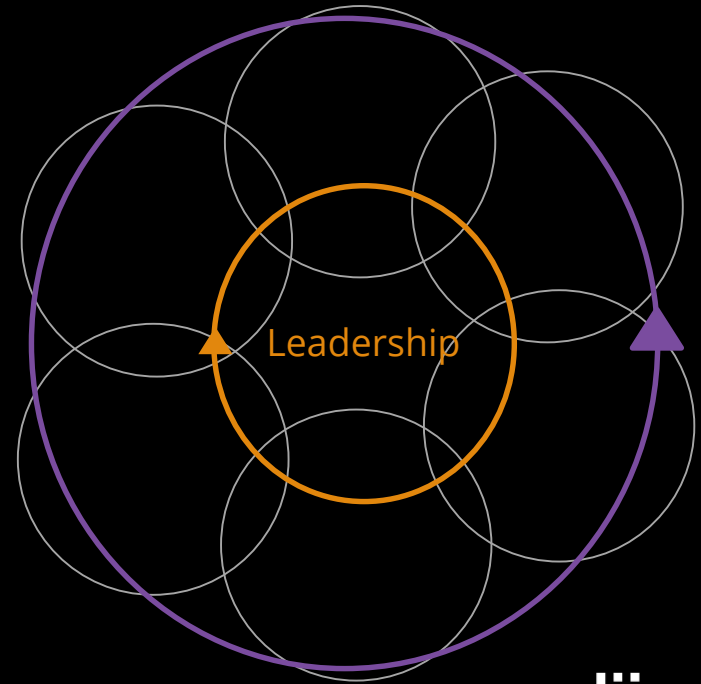
# Hierarchical

Top-down leadership,  
waterfall command,  
rigid communication



# Networked

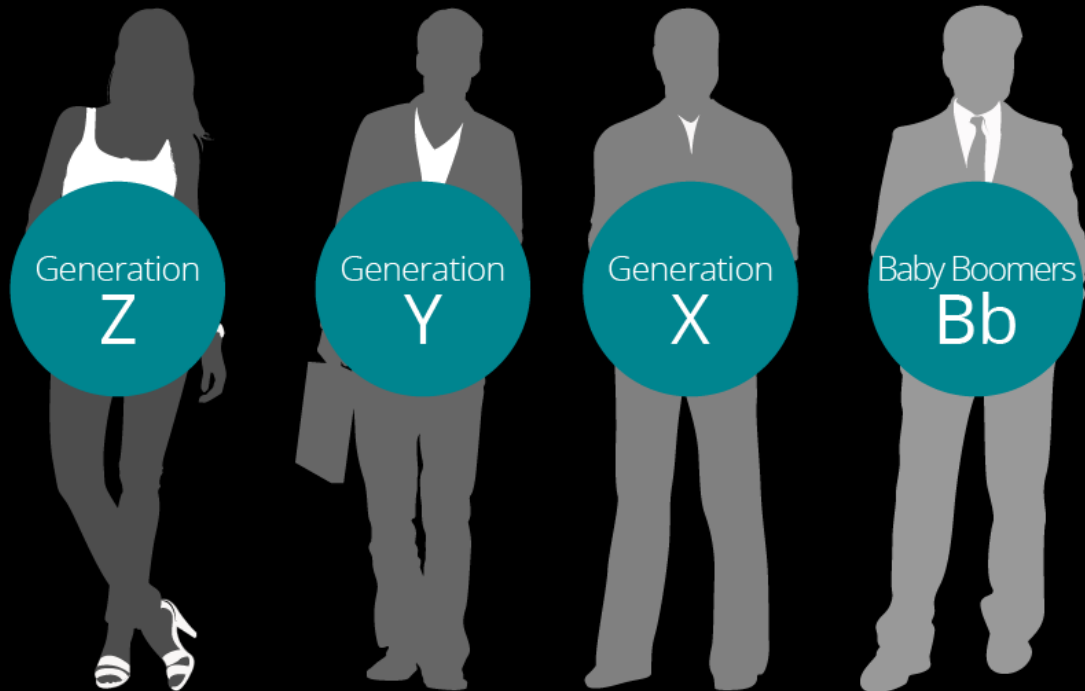
Central leadership,  
devolved work, collaborative,  
networked



# The workforce



# The workforce is evolving



# Insights from social media

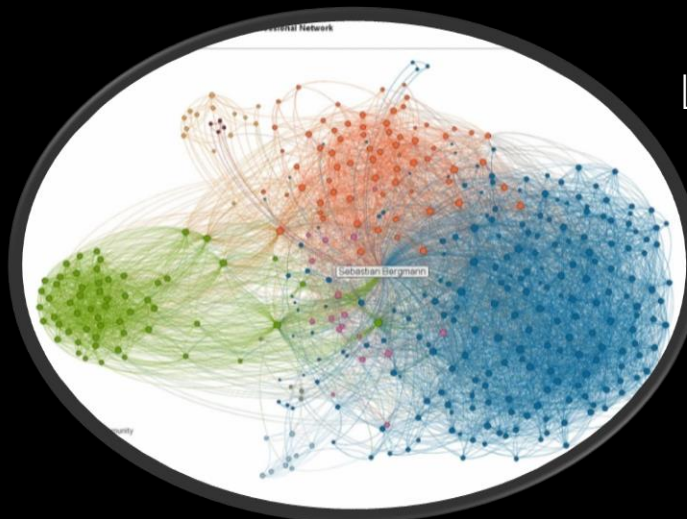
Facebook



Twitter

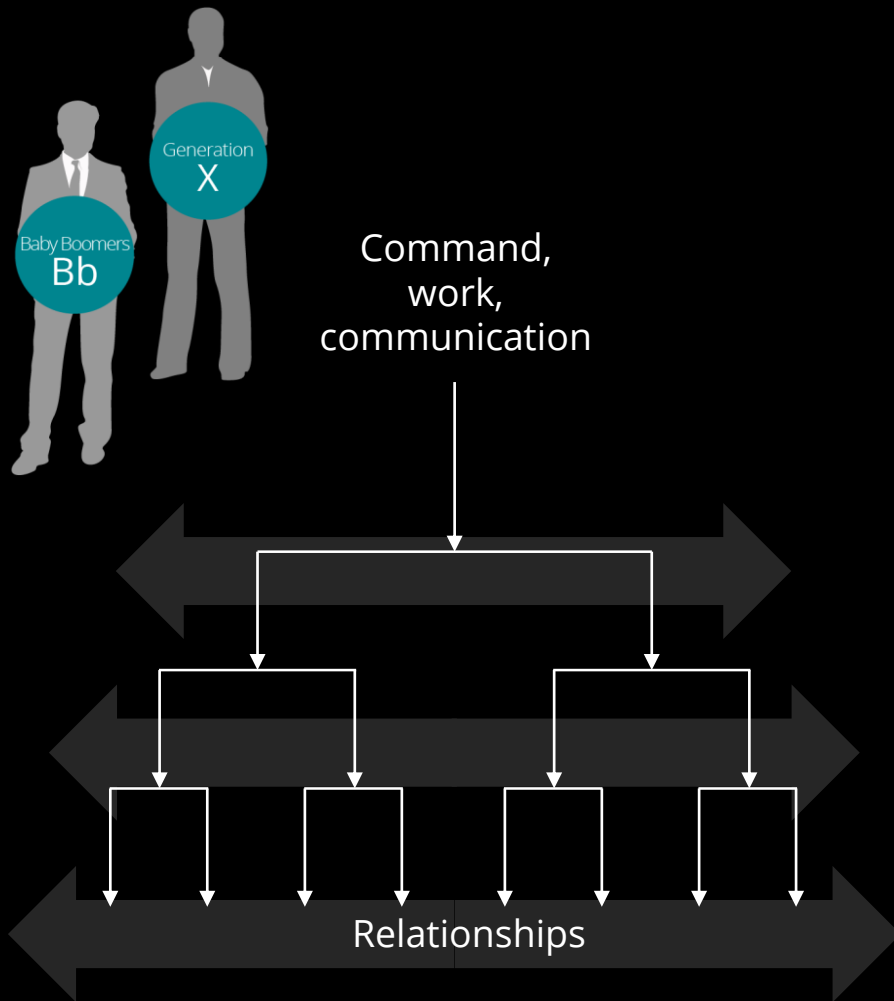


Linked In

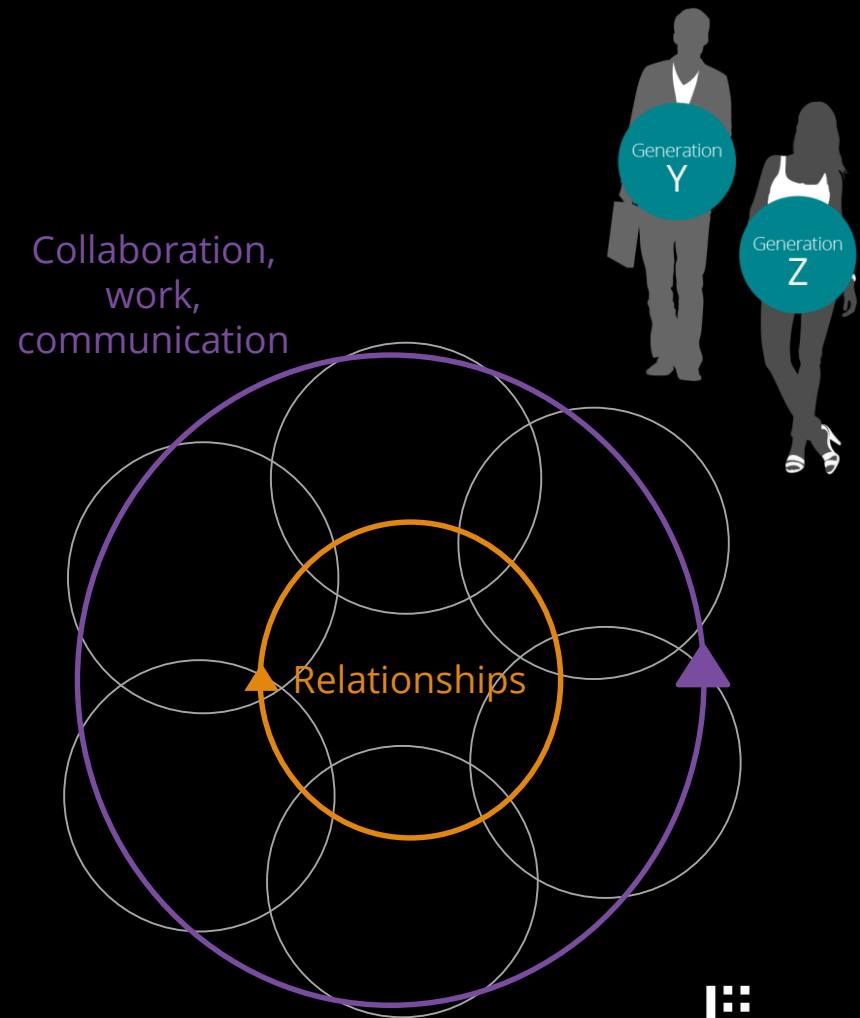




# Hierarchical

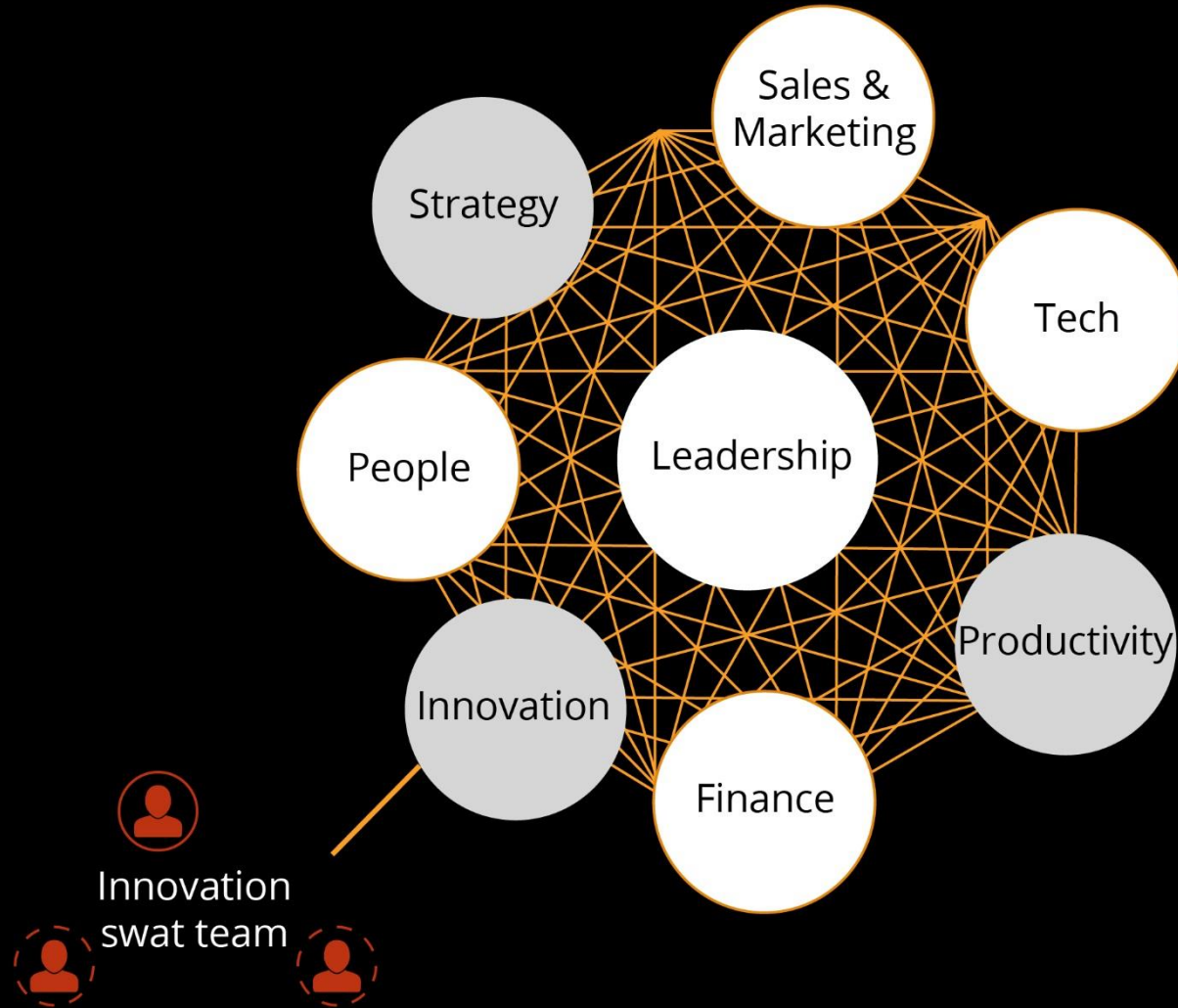


# Networked



# The lesson

# The super-successful SME



# How?



# A goal and a plan

# Productise

# Flexible resourcing

# Questions

Larato Business Development  
[www.larato.co.uk](http://www.larato.co.uk)



@DrLucyGreen

  
**LARATO**  
Business development