The practice of reflection goes back thousands of years. It is rooted in numerous religions, including the Japanese samurai code of honour, which talked about in one of my previous articles, A Leaderonomics’ lesson from the Zen master Dogen Zenji, one of my leadership heroes, had a rather systematic approach to daily reflection, which was a fundamental part of his life. He developed a list of 13 virtues and each day he evaluated himself relative to these virtues. This kind of continuous process is what we need today. Some see this process “echoes why do the snakes shed their skin? That is, in order to renew into new life and attain new growth and strength. One can apply this metaphor to our personal and business lives. “Ecdysis” why do the snakes shed their skin? That is, in order to renew into new life and attain new growth and strength. One can apply this metaphor to our personal and business lives.

By ROSHAN THIRAN

WHAT’S YOUR ORGANISATIONAL RENEWAL PROCESS?
One of the challenges facing organisations is the fact that smaller, more nimble and agile competitors pop up and destroy long established business models. Simultaneously, those that have been in business for many years are stuck in their ways and find it hard to change. One of the reasons for this is that few companies have structured processes in place for renewal. What are the actions you can take to ensure that your organisation is on the right path for renewal?

WHAT DOES THIS MEAN FOR ME?
It is critical for organisations, even while at the top tier and entrenched businesses. This same process is applicable to all of us individually.

Elon Musk is a classic example of a giant losing its way due to its lack of internal reflection and renewal process. If your organisation is not consistently reflecting, and making constant changes to its processes and structures, business models, culture and its leadership DNA, you could soon join Ford.

Tweak youR Challenge.