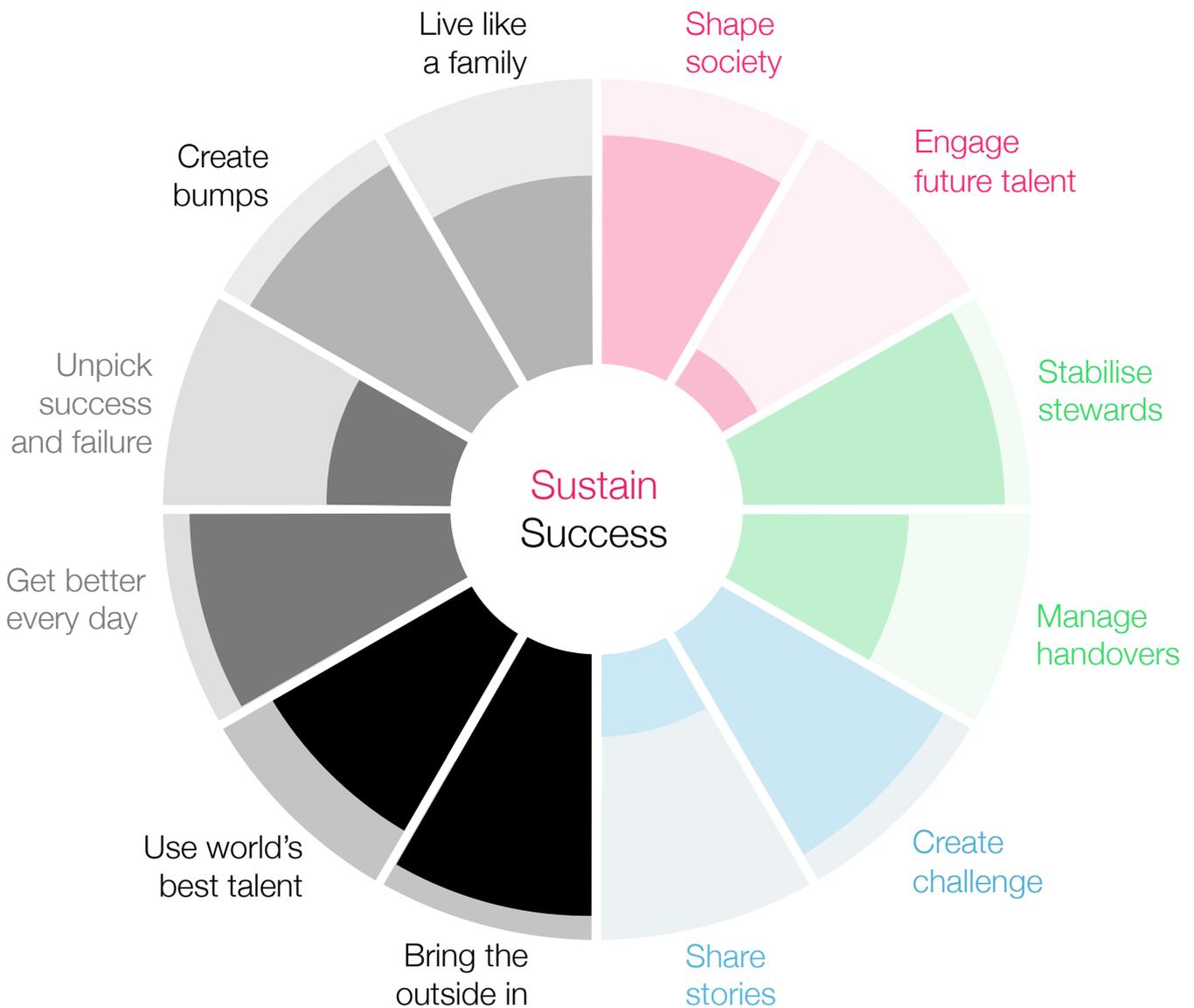




RADICALLY TRADITIONAL

Compass Group
Paul Frost



44% RADICAL

72% TRADITIONAL

(both out of 100)

Let us know how we can help: help@radicallytraditional.org

Research behind the report: hbr.org/2018/09/how-winning-organizations-last-100-years



RADICALLY TRADITIONAL

How to become

You are - **32% RADICAL**

To improve, ask yourself:

No Yes

Disruptive experts

Bring the outside in

Use world's best talent



- How can we keep our critical experts at their cutting edge?
- How can we develop good relationships with the world's best talent?

Disruptive nervousness

Get better every day

Unpick success and failure



- How can we manage ourselves like a small business even though we're big?
- How can we scientifically analyse anything that might affect performance?

Disruptive accidents

Create bumps

Live like a family



- How can people review and question areas outside of their expertise?
- How can some of our best ideas come from hanging out together?

You are - **68% TRADITIONAL**

To improve, ask yourself:

No Yes

Stable purpose

Shape society

Engage future talent

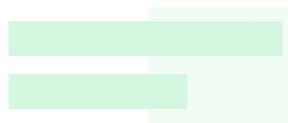


- How can we develop positive beliefs and behaviours in the people we work with?
- How can we help children learn and use the skills we need?

Stable stewardship

Stablise stewards

Manage handovers



- How can we have an average of 7+ year tenure across all our critical leaders?
- How can critical leaders spend 1+ years handing over to their successor?

Stable openness

Create challenge

Share stories



- How can we use this challenge to continually improve what we do?
- How can we ensure people outside our business like and trust us?

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RADICALLY TRADITIONAL

Why you should become

Disruptive Experts

Stable Purpose

Bring The Outside In

Stay fresh, and keep your critical experts at their cutting edge

Use World's Best Talent

Redefine practice, by bringing in the best ideas from everywhere

Shape Society

So people like and support you and talent wants to work with you

Engage Future Talent

Develop and attract future talent, to stay alive and relevant to the world

Disruptive Nervousness

Stable Stewardship

Get Better Every Day

Focus on getting better, not bigger to not get distracted or lose control

Unpick Success And Failure

Scientifically analyse performance codify what works, and tirelessly tweak

Stabilise Stewards

Stabilise influence, knowledge, experience, and decision making

Manage Handovers

So nothing gets lost along the way, and critical knowledge is passed on

Disruptive Accidents

Stable Openness

Create Bumps

Continually question what you do to find new ideas and practices

Live Like A Family

Share problems, ideas and opportunities in relaxed environment

Create Challenge

Create scrutiny and pressure so everyone performs at their best

Share Stories

So others trust and learn from you as they see what you do and how you do it

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