



Neum 18-20/4/2018

NetWork 

The "NetWork" logo features the word "NetWork" in a white sans-serif font. To its right is a stylized icon of a network, represented by a white 'X' shape with blue dots at the intersections and blue lines connecting them.

MAKE IT
cLOUD

The New Management Operating System for the Digital World

Vladimir Vulić
Digitalizuj.me

ONCE UPON
A TIME

A long time ago in a galaxy far,
far away....



“We live in times of **great change**...”



The average lifespan of an S&P 500 company:

1920 - 67 years

1958 - 57 years

1983 - 30 years

2016 - 24 years



6 of 10

biggest corporate bankruptcies in history
have occurred in last 10 years!



Out of the 1,000 biggest companies
in the US 10 years ago,
almost 70% are not on the list anymore!



One third of all public companies will disappear **within the next 5 years!**



Intangible assets as a share of S&P500 market value:
1975 - 17%



“You Shall **Not Pass!**”



Intangible assets as a share of S&P500 market value:

1975 - 17%

2015 - 84%



Sauber F1 Team

Formula 1[®] then and now

Steering wheel: 1993 versus 2015

Sauber C12 | 1993



1997
2001
2009
2013



Sauber C34 | 2015





Days of training a year a worker gets from the employer:

1970s – 17 days

2010s – 11 days



**THE
WORLD'S TOP
50 LEADERSHIP
& MANAGEMENT
THINKERS**



Tom Peters
Lifetime Achievement Award



“Despite the explosion in technology, it still is **all about the people.**”

So, with all this change happening,
how are employees **going to feel?**





“For a majority of employees going to work every morning feels like **going to the dentist!**”



Gallup's State of the Global Workplace

- 13% of employees are "Engaged"
- 63% are "Not Engaged"
- **24% are "Actively Disengaged"**



“How many of you have some
dead wood in your organizations?”

“Most of what we call management consists of making it **difficult** for people to get their jobs done.”

Peter Drucker,
management thinker







OPĆINA NOVI GRAD
SARAJEVO

103

SLUŽBA ZA ZAJEDNIČKE POSLOVE

Riderle Boris

referent za posluživanje napitaka

05:55

UŽIVO



Igor Milosavljević

ASISTENT MENADŽERA BUŠENJA

OTIN 0°C * KRALJEVO - 3°C * KOPAONIK - 11°C * ZLATIBOR - 7°C

AVCEM, ISPRED SUKOBI POLICIJE I DEMONSTRANATA



Raspisujemo konkurs za radnu poziciju:

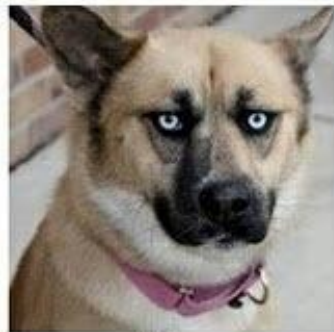
SUPERVIZOR MAGACINA KROMPIRA

Mesto rada: Maglić (Bački Petrovac)

Opis posla:

- Strateški upravlja magacinom krompira u skladu sa politikom i vizijom kompanije

Hierarchy



CEO



General Manager



Manager



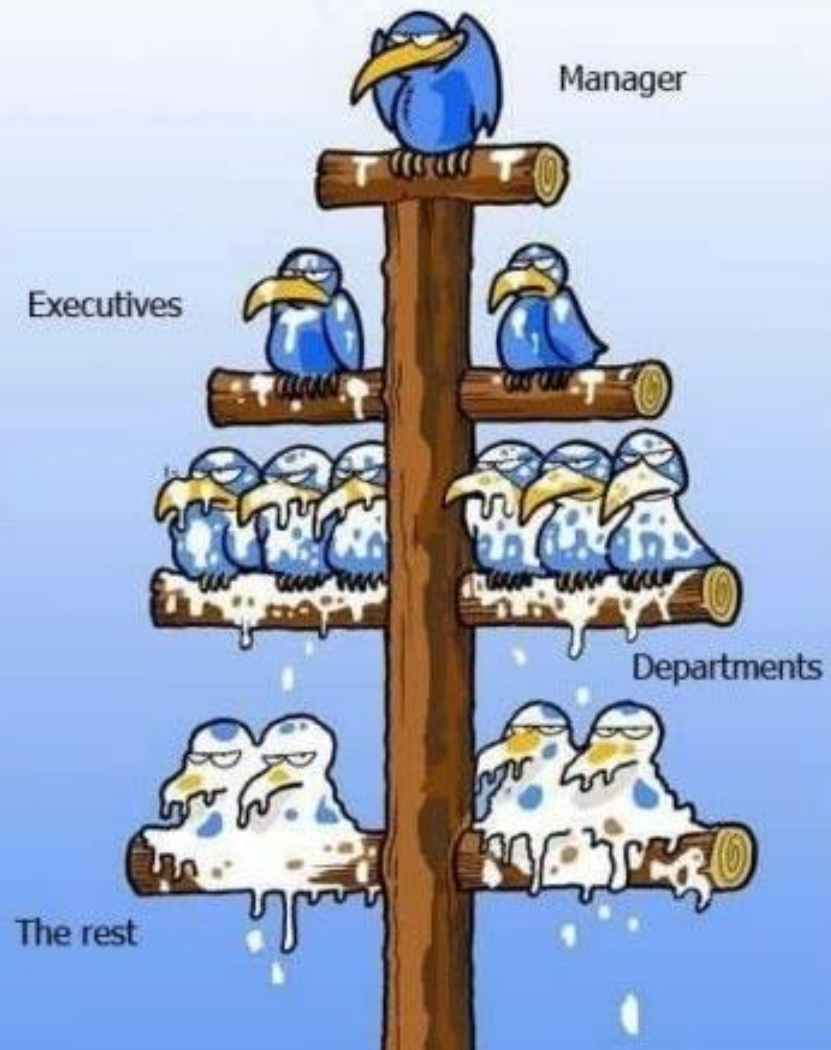
Assistant Manager



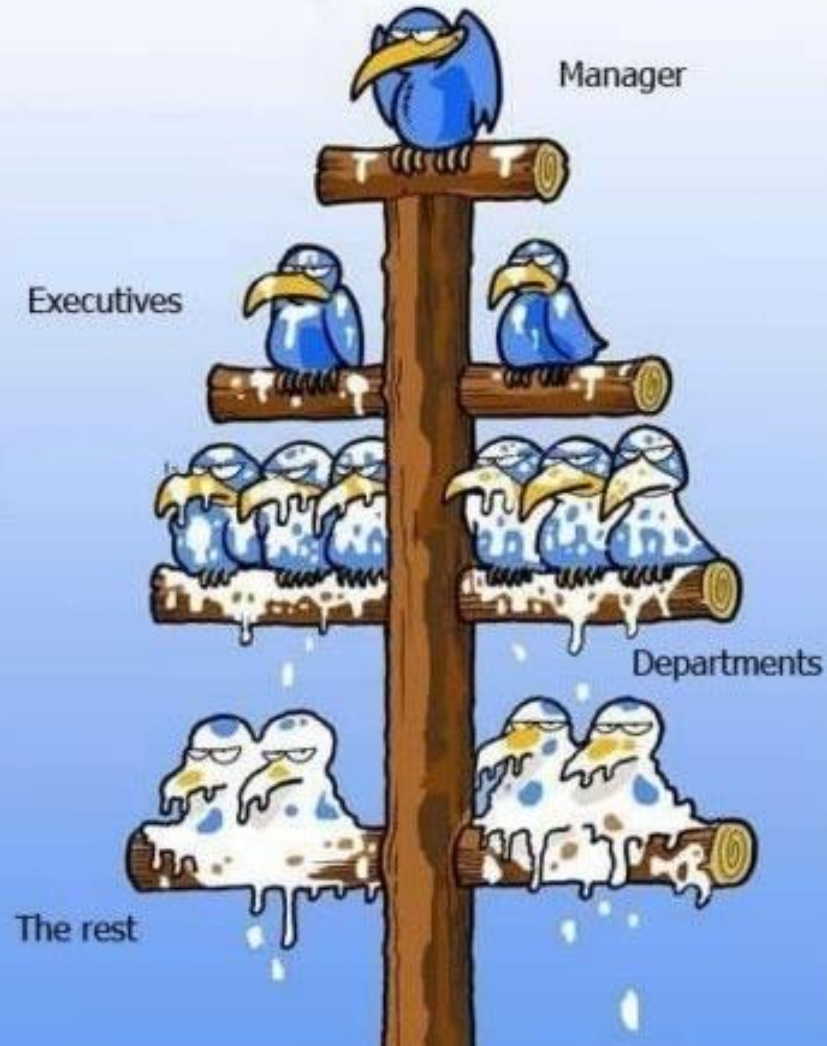
Employee



Intern

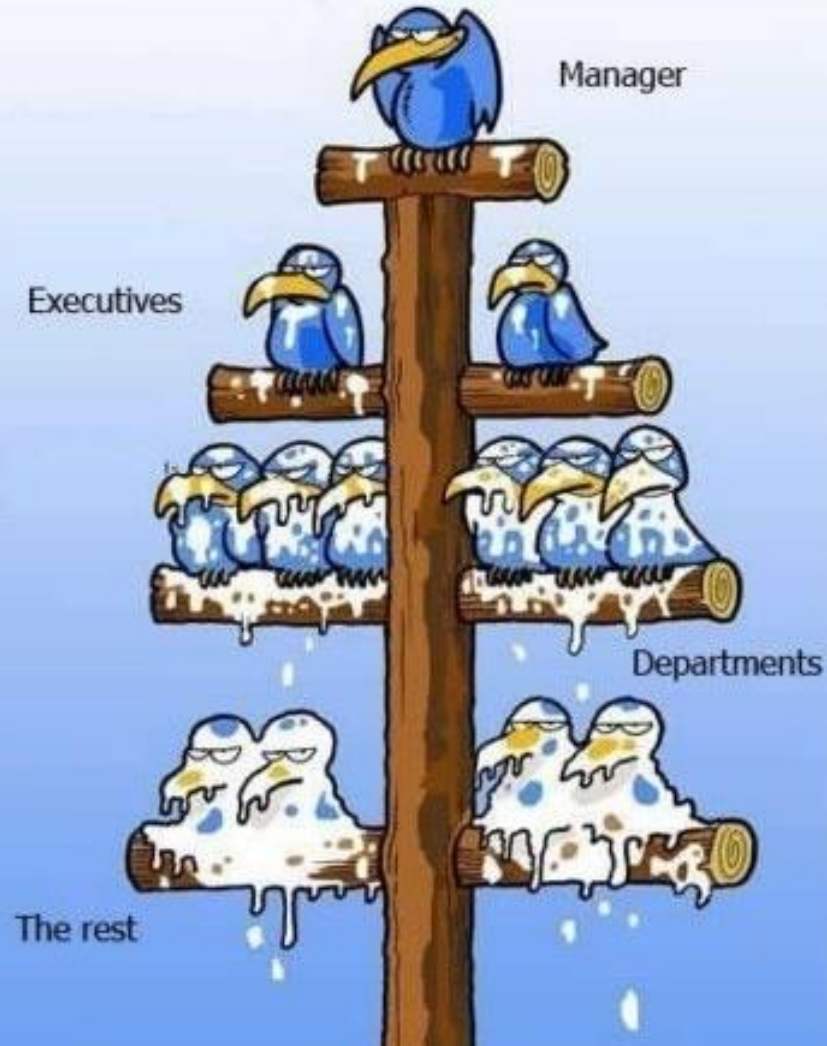


When top level guys
look down, they see only
s*it!



When top level guys
look down, they see only
s*it!

When bottom level guys
look up, they see only
aholes!**



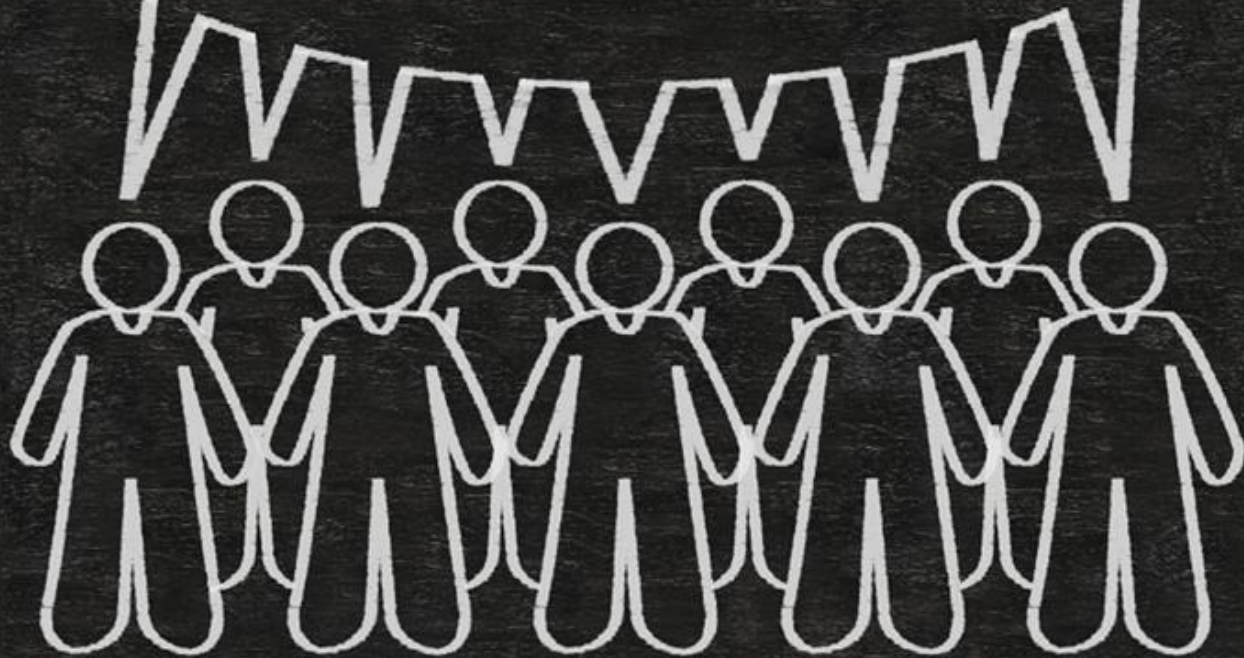


“Iron Curtain” - Germany - Czechoslovakia



Even after 25 years, red deer still
don't cross the old Iron Curtain!

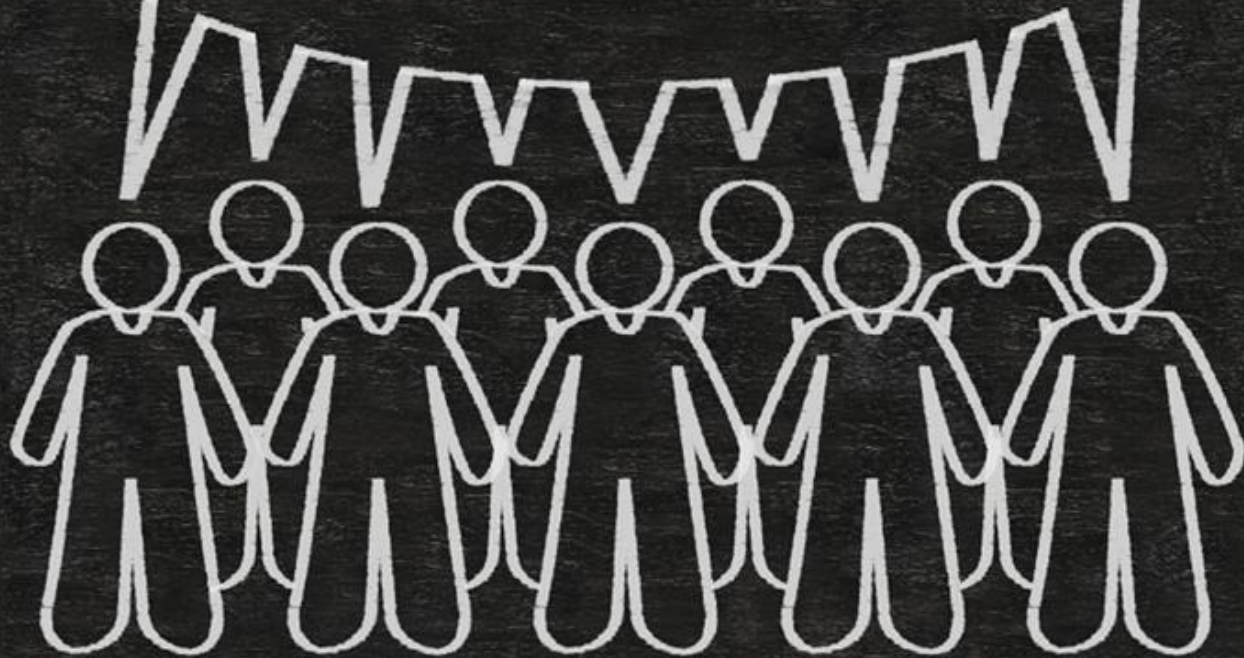
We've **always** done it this way.





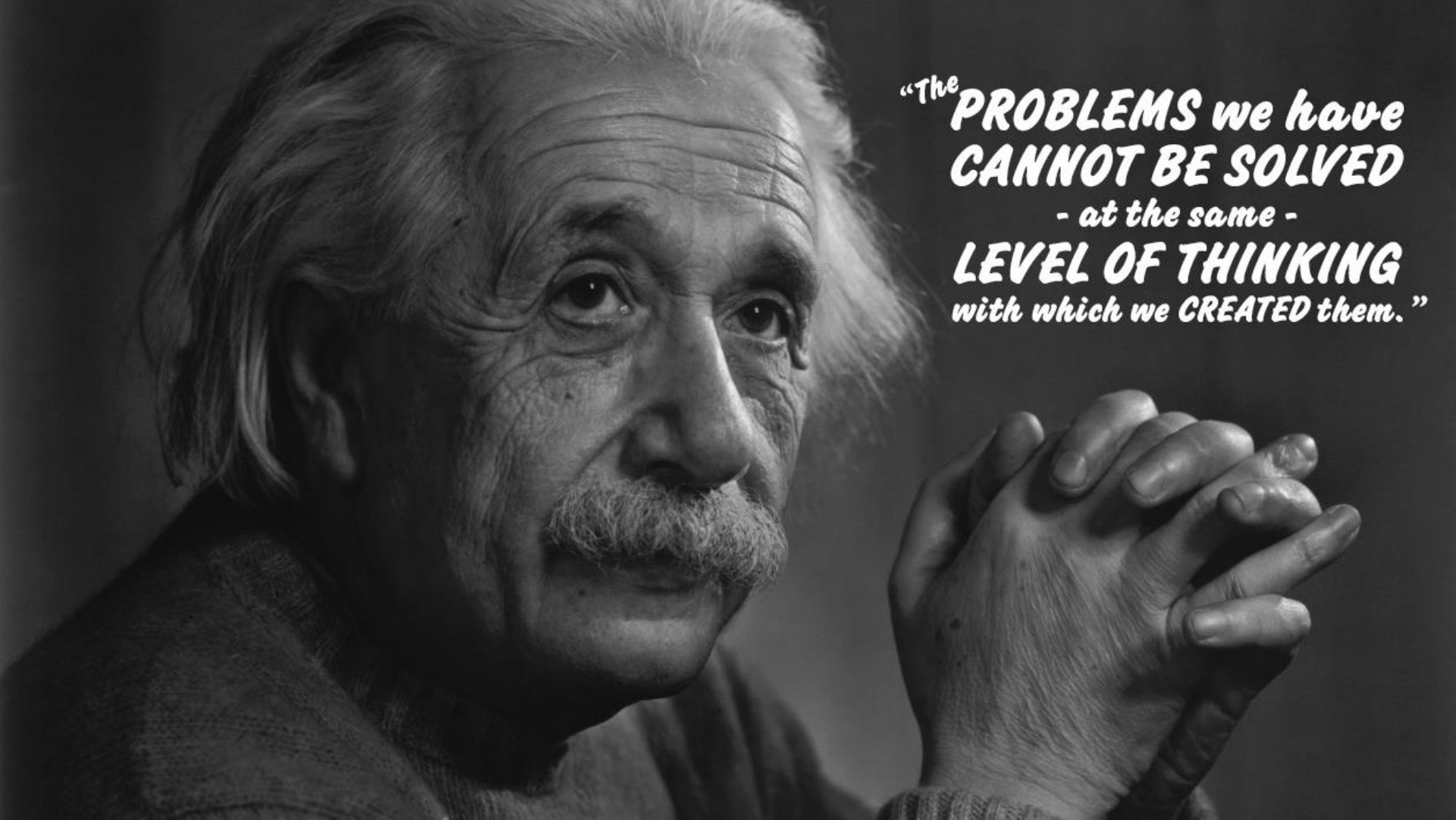
Why do hotels **rarely, if ever**, reach out and tell their guests they left something in the room?

We've **always** done it this way.





“Companies nowadays have:
21st-century internet-enabled business processes,
mid-20th-century management processes,
all built atop **19th-century management principles.**”



"The **PROBLEMS** *we have*
CANNOT BE SOLVED
- at the same -
LEVEL OF THINKING
with which we CREATED them."

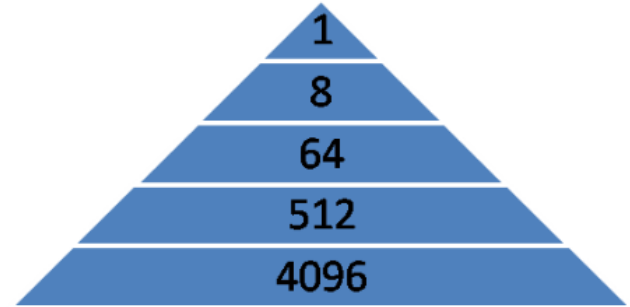


What's **T**he **F**uture of management?



“The future is already here -
it's just **not very evenly distributed.**”

Span of Control





Span of control in Google is **60!**



Span of control in GE Aviation's Engine Facility in North Carolina is **400!**



No vacation policy.



The company that helps employers track employee's time has **stopped tracking their own employee's time!**



OUR FAMILY... CARING FOR YOUR FAMILY

Unlimited vacation isn't about
days off. **It's about trust.**

VALVE

“Your **desk has wheels** for a reason.”



A **lattice**, not a hierarchy



A Smarter Way to Share.



Buffer has made its whole team's
salary information public



Whole Foods did it **before it was cool**



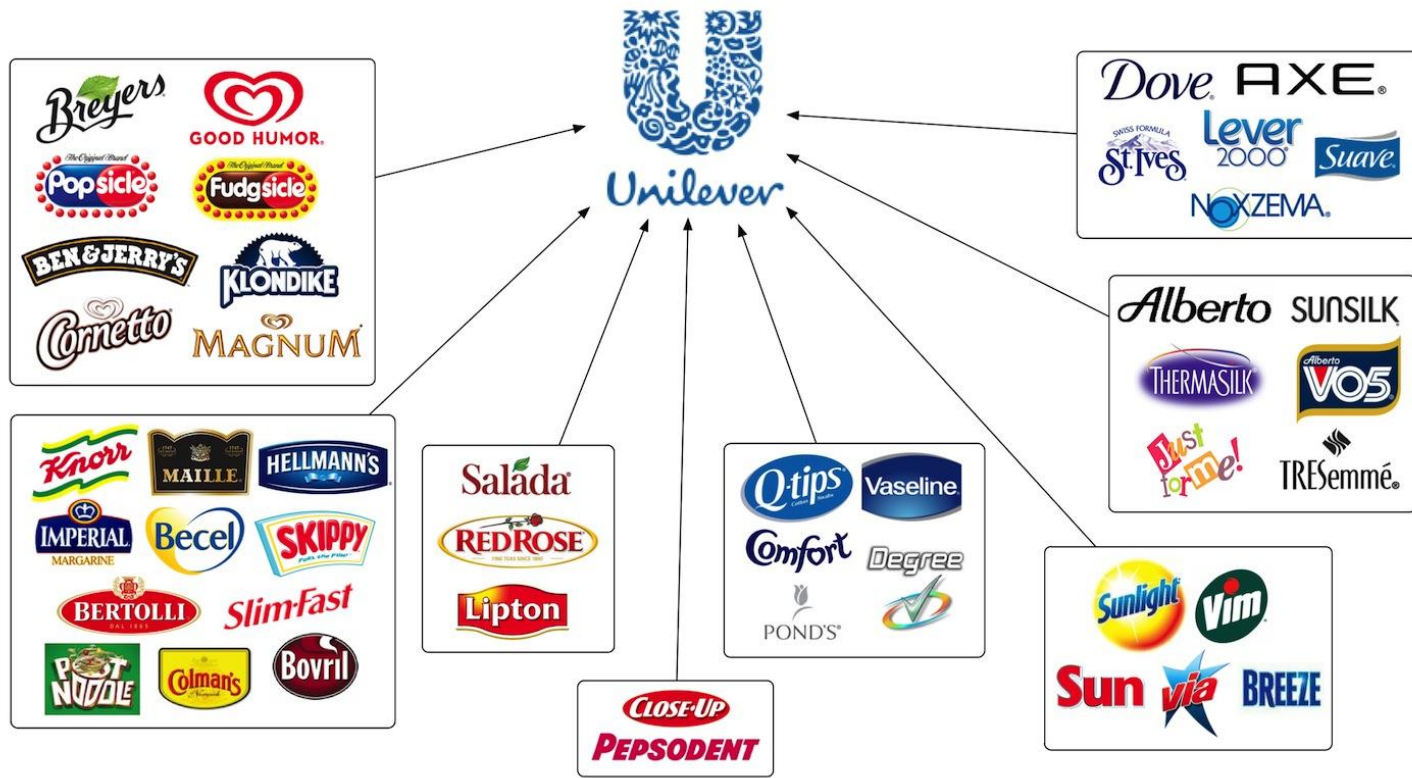
Don't treat your employees like mushrooms:



Don't treat your employees like mushrooms:
**“Don't keep them in the dark and don't
regularly throw s*it on them”!**



At Morning Star, **employees are responsible** for acquiring the tools and equipment they need!



Allows employees to work anywhere and for as few hours as they like, **so long as they get the job done!**



Haufe-Umantis **democratically elects**
its CEO every single year



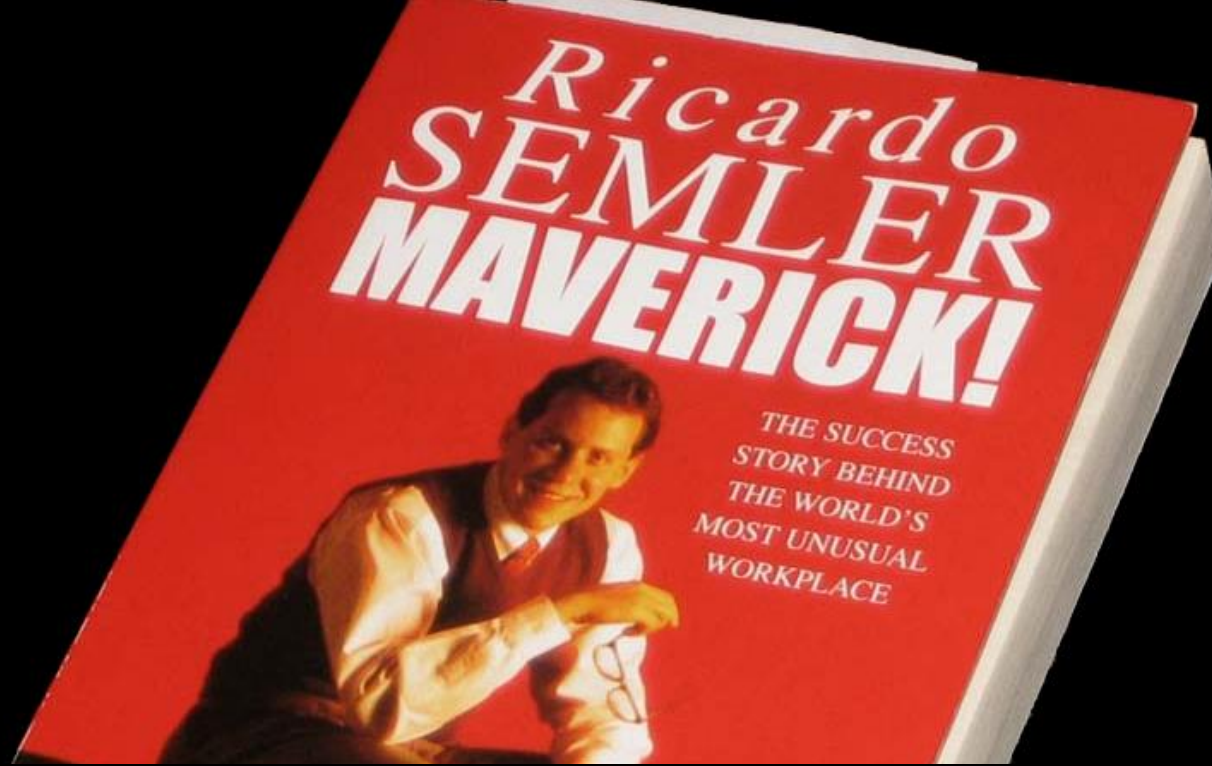
Infosys reorganizes itself every 2 or 3 years,
to avoid a rise in **systemic resistance!**

Haier

Inspired living

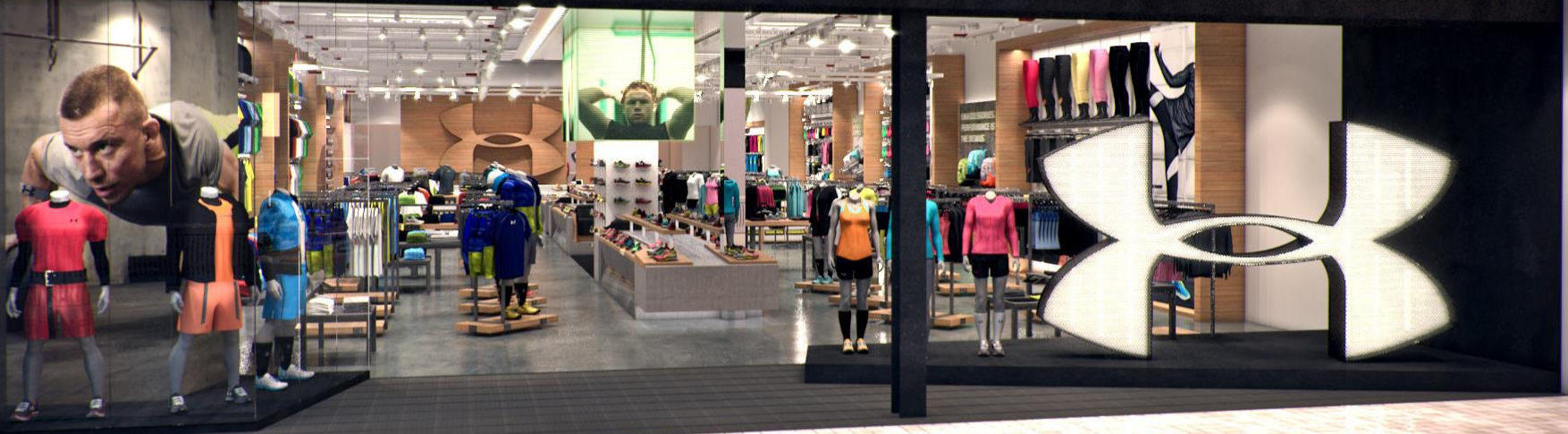


Entrepreneurial platform for its employees



No job titles. **No** dress code. **No** organizational charts. Employees set their **own schedules** and **own production quotas**. All financial **information is public**.

UNDER ARMOUR



“The one thing that will certainly get you **fired** here is being someone who does things **the way we’ve always done them.**”

Remember those **red deer** in Czech Republic?



Don't be a deer! **Cross that line!**



A man, Vladimir Vulic, is speaking on a stage. He is wearing a dark blue blazer over a dark t-shirt with the word 'vanja' visible. He has a microphone clipped to his shirt and a lanyard with a badge around his neck. The badge is orange and white and reads 'POSLOVNI FORUM MENADŽERA REPUBLIKE SRBIJE' and 'Vladimir VULIĆ'. He is gesturing with his hands while speaking. The background is dark with blue stage lights.

Vladimir **Vulić**

To connect, and for speaking enquiries, please visit:

www.vanja.me