

# SUCCESS FACTORS FOR AN ORGANIZATION

*Dr. Samuel R. Chand*

	<b>FACTORS</b>	<b>ACTIONS</b>
1.	Handling complexity	Figuring out what needs to be done and charting a course of action
2.	Drive and results orientation	Focusing on an outcome and driving for completion
3.	Lead and manage people	Directing the work of motivating others
4.	Executorial excellence	Putting ideas into action
5.	Organizational understanding	Knowing how the organization works and how to maximize it
6.	Composure under pressure	Staying focused in the internal pressure cooker and still getting things done

7.	Executive maturity	Always acting with maturity and good judgment
8.	Technical knowledge	Understanding and applying technical knowledge
9.	Recruit and develop good people	Making the organization and individuals better
	Positive people skills	Knowing how to get along with people who are different
	Effective communication	Knowing how to communicate
	Impact and influence	Being able to get things done when faced with obstacles

Acknowledgements: Growing Global Executives—John R. Fulkerson  
The 21<sup>st</sup> Century Executive—Rob Silzer

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**Dr. Samuel R. Chand, 950 Eagles Landing Parkway, Suite 295, Stockbridge, GA 30281  
770-898-6464—www.samchand.com**