



# Stovall Grainger Modleski Inc.

*Partners in Building Competitive Immunity®*

## How a Strategic Organization Looks: The Wisdom of Wolves

This is a fine example of what a strategic organization looks like and how “leadership” plays a role in achieving high performance. So much of what corporate America spends its time on is not focused on “accomplishing the mission”; rather it’s spent on justifying ones existence within the organization. Wolves don’t spend time doing that, they are focused on the mission and using everyone’s talents (every Wolf’s talents), to its maximum potential in accomplishing the mission.

A Wolf Pack as described below is a “strategic organization” in every sense of the word. The “genetic makeup” of the Wolves which Towery describes captures their strategy and then notice how all of their activities (tactics) support their strategy in accomplishing their objective.

The military units I was a part of were much less parochial than corporate America and the fact of the matter was much like the wolves, our survival depended on it. The further from the realities of the day to day battles one gets, the more parochial their view becomes. One has only to look at the Pentagon in DC to see how different the behavior is there to how it is on the front lines.

Ask yourself this; “is my team like the Wolves or the Pentagon”? Your ability to achieve results is linked to your answer.

### **The Introduction from Wisdom of Wolves**

**By Twyman Towery**

The attitude of the wolf can be summed up simply: it is a constant visualization of success. The collective wisdom of wolves has been progressively programmed into their genetic makeup throughout the centuries. Wolves have mastered the technique of focusing their energies toward the activities that will lead to the accomplishment of their goals.

Wolves do not aimlessly run around their intended victims, yipping and yapping. They have a strategic plan and execute it through constant communication. When the moment of truth arrives, each understands his role and understands exactly what the pack expects of him.



The wolf does not depend on luck. The cohesion, teamwork and training of the pack determines whether the pack lives or dies.

There is a silly maxim in some organizations that everyone, to be a valuable member, must aspire to be the leader. This is personified by the misguided CEO who says he only hires people who say they want to



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take his job. Evidently, this is supposed to ensure that the person has ambition, courage, spunk, honesty, drive - whatever. In reality, it is simply a contrived situation, with the interviewee jumping through the boss's hoops. It sends warnings of competition and one-upmanship throughout the organization rather than signals of cooperation, teamwork and loyalty.

Everyone does not strive to be the leader in the wolf pack. Some are consummate hunters or caregivers or jokesters, but each seems to gravitate to the role he does best. This is not to say there are not challenges to authority, position and status - there are. But each wolf's role begins emerging from playtime as a pup and refines itself through the rest of its years. The wolf's attitude is always based upon the question, "What is best for the pack?" This is in marked contrast to us humans, who will often sabotage our organizations, families or businesses, if we do not get what we want.

Wolves are seldom truly threatened by other animals. By constantly engaging their senses and skills, they are practically unassailable. They are masters of planning for the moment of opportunity to present itself, and when it does, they are ready to act.

Because of training, preparation, planning, communication and a preference for action, the wolf's expectation is always to be victorious. While in actuality this is true only 10 percent of the time or less, the wolf's attitude is always that success will come-and it does.

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