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First International Visiting Scholar Lecture



Building value-driven processes in achieving
success: focusing on "the how" more than "the
what"



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Guide

1. Opening Reflections
2. Definitions
3. The “What”, “Why” and “How” questions
4. Conclusion
 - a) Summary
 - b) Call to action
 - c) Application
5. Questions

Opening Reflection

“The what may impress the world, but
the how defines your legacy.” —
Anonymous



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How proud would you be if people
knew how you achieved your
success?



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Honourable
Minister



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Definition s



Definition:

Success

- The achieving of the results wanted or hoped for
 - Rarely universal
 - Often Individualizable
- Consideration
 - Capacity utilization vs performance
- Ingredients
 - Planning
 - Discipline



Definitions:

Process

- **Meaning:** a series of actions that you take in order to achieve a result.
- **Examples**
 - Peace process
 - Business process

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Definitions:

Value

- The regard that something is held to deserve; the importance, worth, or usefulness of something.
- Principles or standards of behavior that guide an individual's decisions and actions; Deep-seated beliefs about what is right, important, or desirable in life.



Definitions: Value

- Examples:

- Honesty – telling the truth even when it's difficult.
- Integrity – consistency between words and actions.
- Discipline – doing what is necessary even when it's not convenient.
- Compassion – caring for the well-being of others
- Many more

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The “What”, “Why” and “How” questions



The “What”, “Why” and “How” questions

- Why: To achieve success
- What: Build processes
- How: Build value-driven processes

The “What”, “Why” and “How”
questions

- The bracket within which to operate
 - ethics,
 - legal standards,
 - regulatory requirements,
 - moral expectations

PRICE MOVEMENTS IN THE STOCK MARKET



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The “What”, “Why” and “How” questions

- Influences on approaches to achieving success
 - Accountability
 - Know the rules
 - Obey rules & regulations
 - Avoid short cuts
 - Discipline: Consistency in the application of rules



The “What”, “Why” and “How”
questions

- Building Value-Driven Processes
 - Clarify core institutional and personal values.
 - Design processes aligned with these values (decision-making, learning, management).
 - Create metrics that evaluate **how outcomes are achieved**, not just what is achieved.



Conclusion

Summary of key insights

- Defined the key terms in the subject
 - Building value-driven processes in achieving success: focusing on "the how" more than "the what"
- Identified the what, why, and how
- Itemized some essentials of building value-driven processes



Call to action

- The university
 - Be deliberate about ensuring students imbibe the values of the institution (Not about religion)
 - Look beyond its position relative to other universities
 - Adopt value-based hiring process



Call to action

- Call to action: Students:
 - Develop personal values like Honesty, Integrity, Discipline, Compassion, Respect for self, Respect for others, Empathy, etc
 - Create personal plans
 - Vision, goals, action steps
 - Be disciplined to adhere to the plan



Call to action

- Call to action: everyone.
 - Fill societal value gaps
 - Always find the why of the what
 - Ask the question, who will my actions affect both positively and negatively
 - Engage in strategic planning
 - Visioning -the why
 - Identifying specific areas of focus - the what
 - Action planning -the how

Application

- In school why we are still learning
- In the society as we relate with people
- In employment
- In business when running your or family business
- In government (Politics & Civil Service)
- In all places



**“Values are not taught by lectures;
they are caught by observing how we
live.”**

-John Maxwell



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QUESTIONS

