



Living in Corporate

Ondřej L. Sháněl

10.9.2019

ThermoFisher Scientific

- 25B\$+ annually revenue
- 70.000 Employees
- 4 main divisions
- 5 main brands



thermo scientific

applied biosystems

invitrogen

 fisher scientific

unity lab services

ThermoFisher Scientific

- 25B\$+ annually revenue
- 70.000 Employees
- 4 main divisions
- 5 main brands



thermo scientific

applied biosystems

invitrogen

 fisher scientific

unity lab services

MSD

- Producing Electron Microscopes and Spectrometers
 - TEM
 - SEM
 - SDB
 - LDB
 - XPS, XRF, WDS, ...






My role

- ▶ Principal System Architect
 - ▶ Creating product/platform roadmaps 1+/5+ years ahead
 - ▶ Leading Product Architects
 - ▶ Responsible for product vitality and quality
 - ▶ Creating Customer relationship and 3rd party cooperations

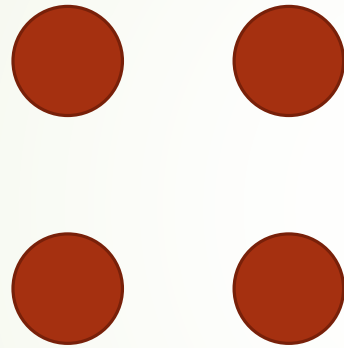


Corporate

- ▶ Big group of companies having certain legal requirements and recognized as one legal existence
 - ▶ One main headquarters – one CEO and SVP boards
 - ▶ The certain rule unified over the whole organization
 - ▶ Recognizable brand
- 

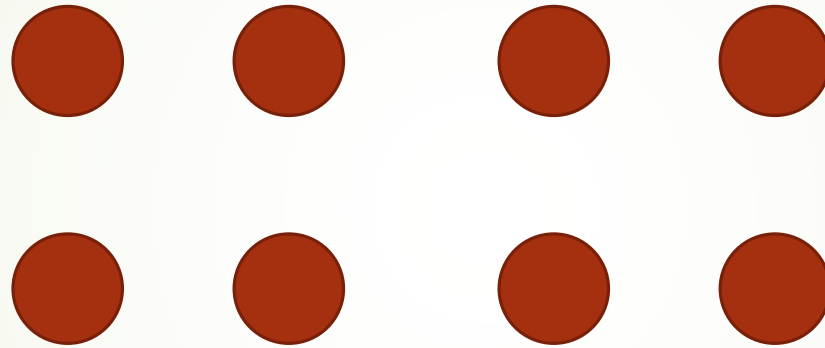
Corporate – functional principle

Small company



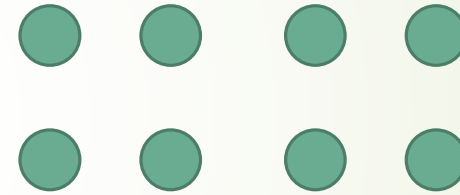
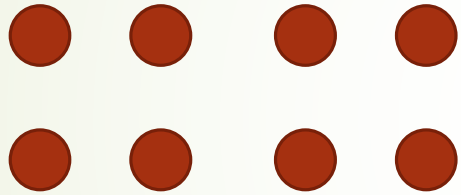
Corporate – functional principle

Small company – growth to Midsize company



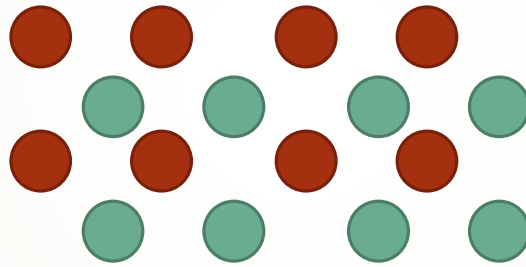
Corporate – functional principle

Jump growth – acquisition of an other company



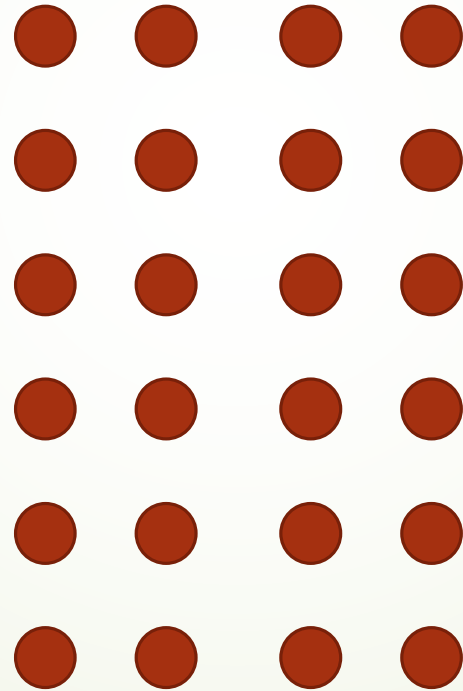
Corporate – functional principle

Jump growth – acquisition of an other company



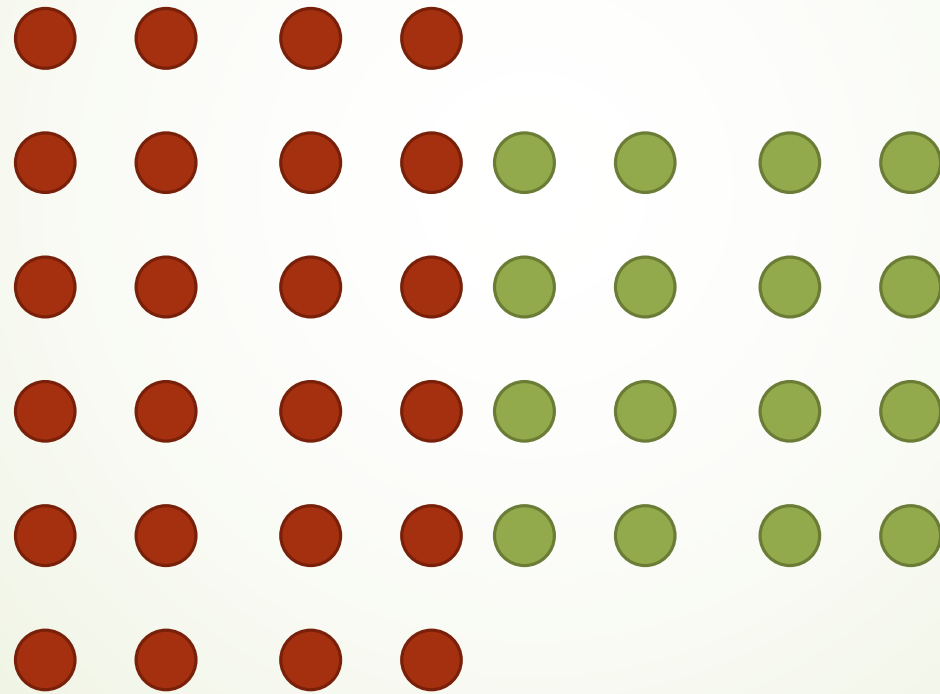
Corporate – functional principle

Organic growth – benefit of junction of two companies



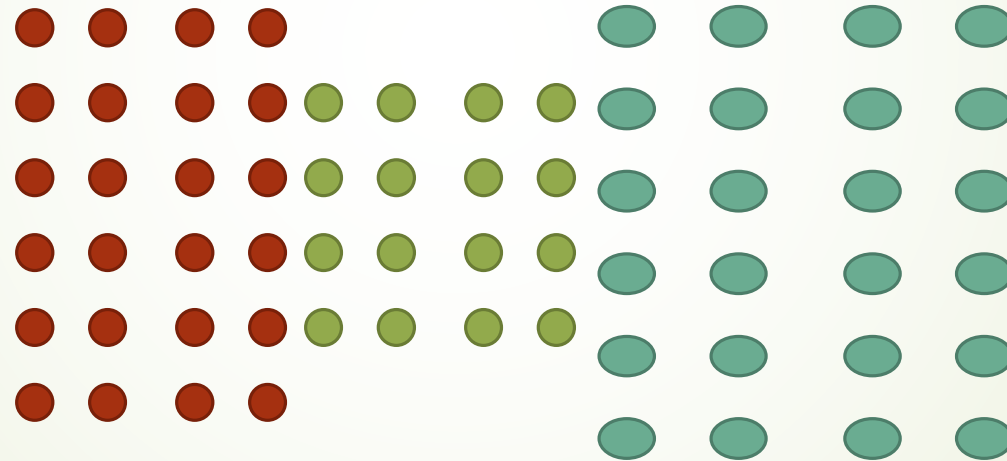
Corporate – functional principle

Next jump growth – another acquisition



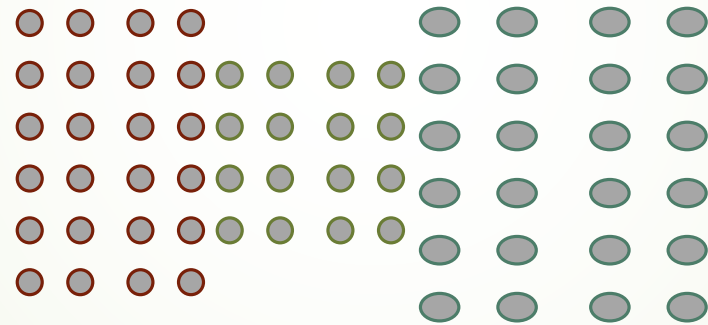
Corporate – functional principle

Next jump growth – another acquisition

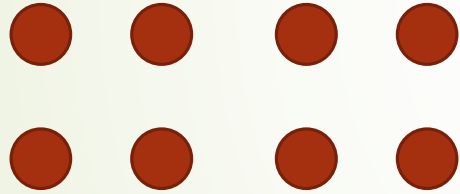


Corporate – functional principle

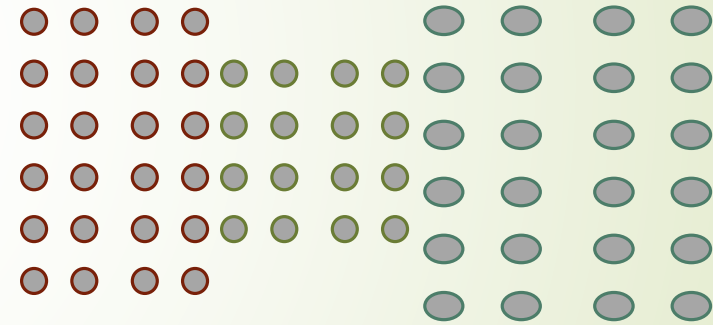
Next jump growth – another acquisition



Corporate – functional principle



Quantum Mechanics



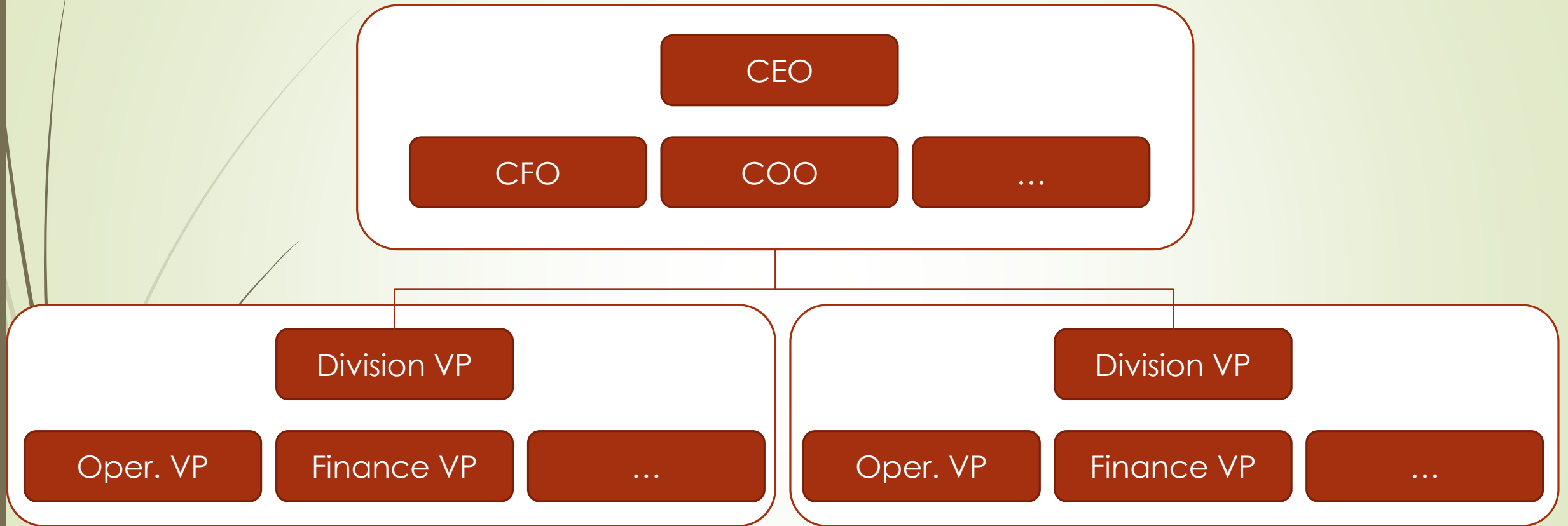
Physics of MacroWorld



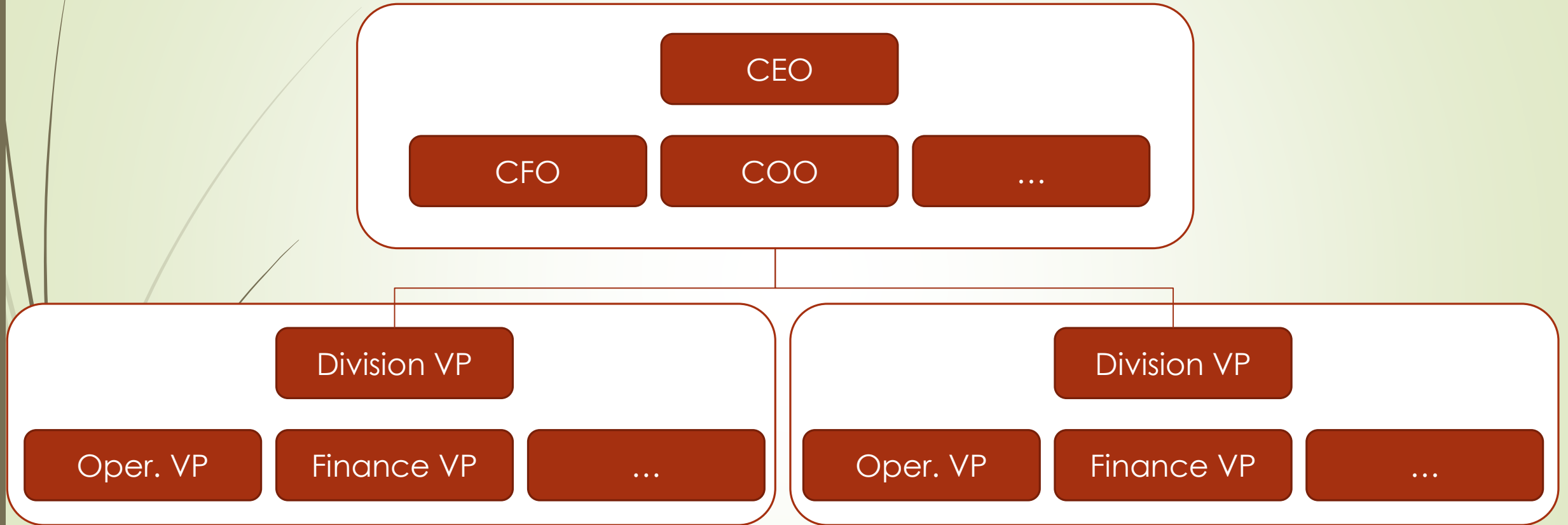
Corporate Schematics



Corporate Schematics

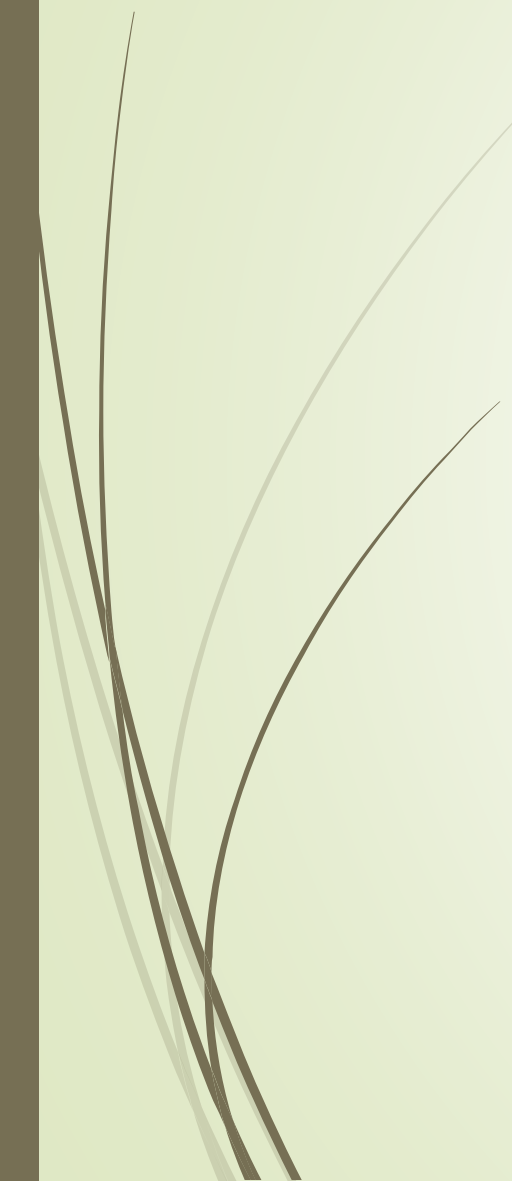


Corporate Schematics



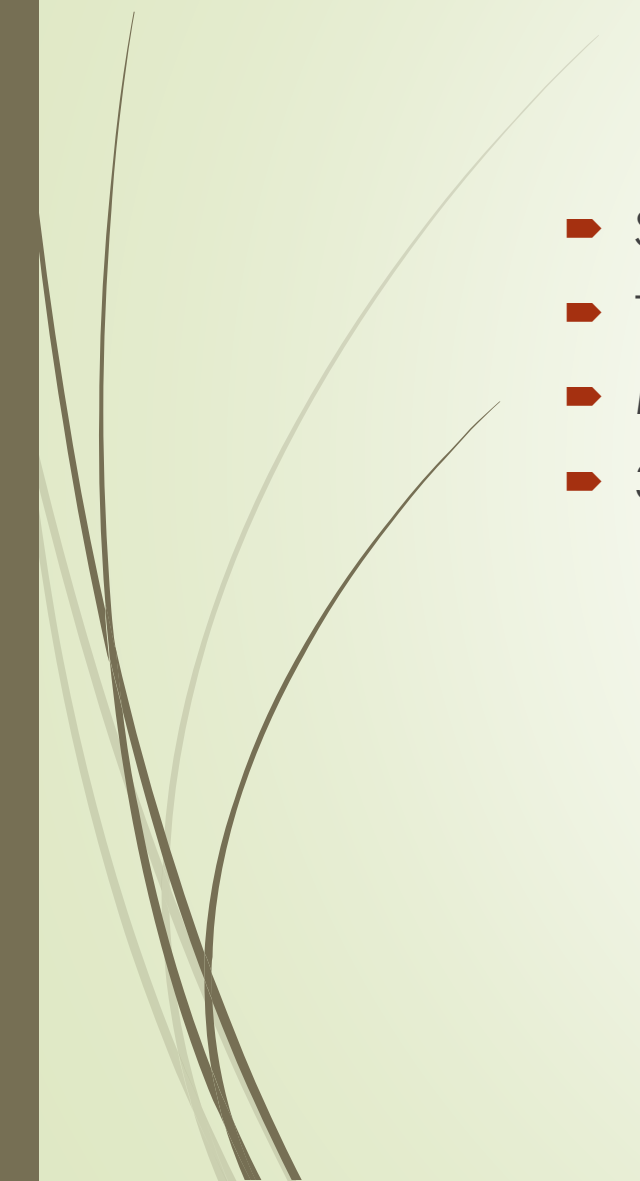


Corporate - Advantages

- Stable company (salary in your account on time 😊)
 - Lot of experience and technology on board
 - Long term stability in company direction
 - Well define processes and rules
- 

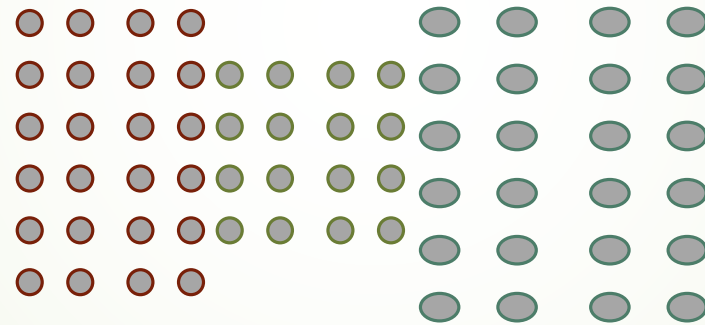


Corporate - Disadvantages

- ▶ Slow changes (too big company)
 - ▶ Too many rules and processes
 - ▶ Money/Quarterly driven ecosystem
 - ▶ 3 – 5 years Top management change
- 

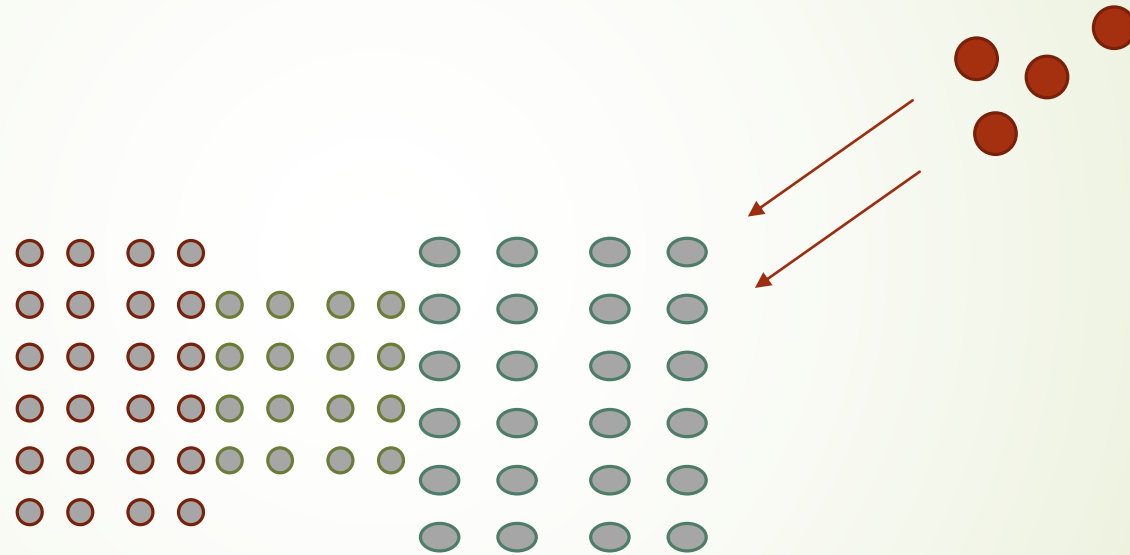
Corporate – mechanism of change

Energy is important



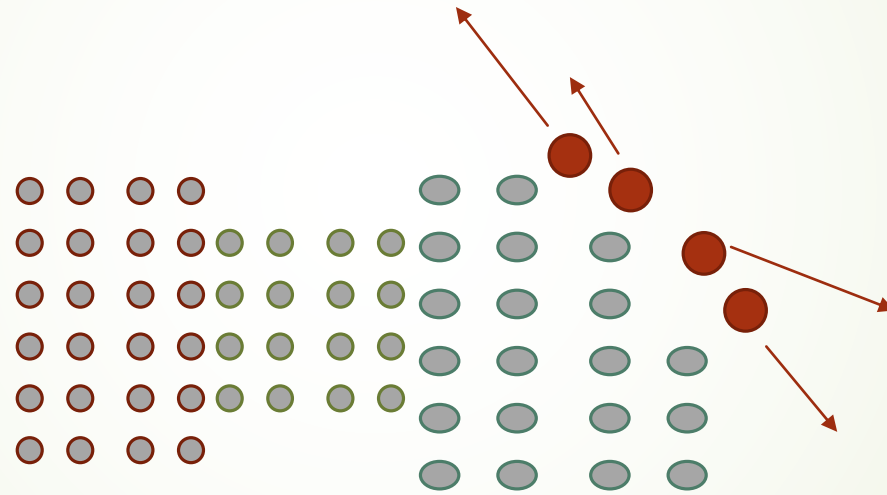
Corporate – mechanism of change

Energy is important



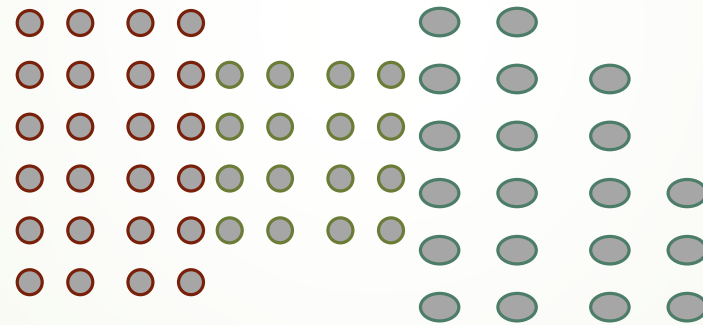
Corporate – mechanism of change

Energy is important



Corporate – mechanism of change

Energy is important





Be Yourself!



Be Yourself

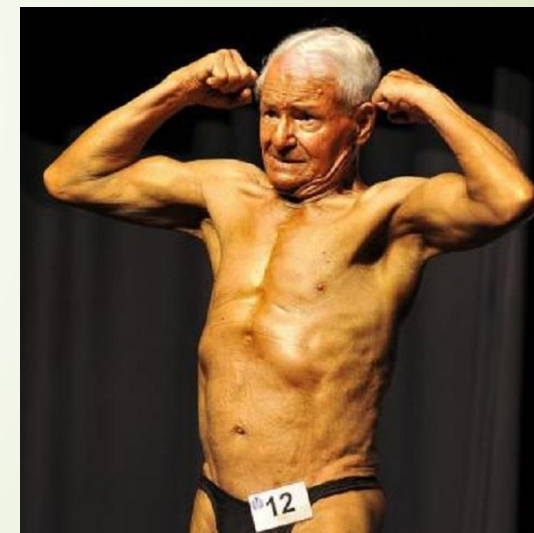
- Always be Yourself!



Be Yourself!



X

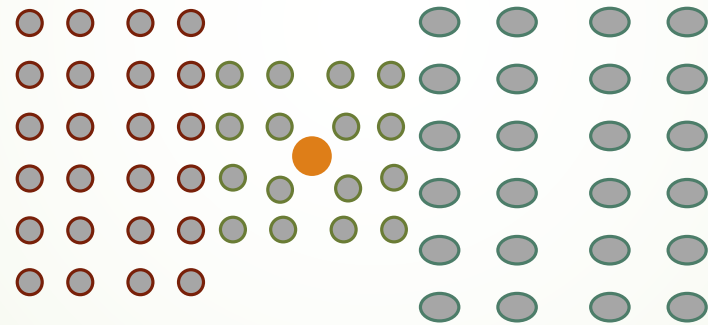


My role in the corporate

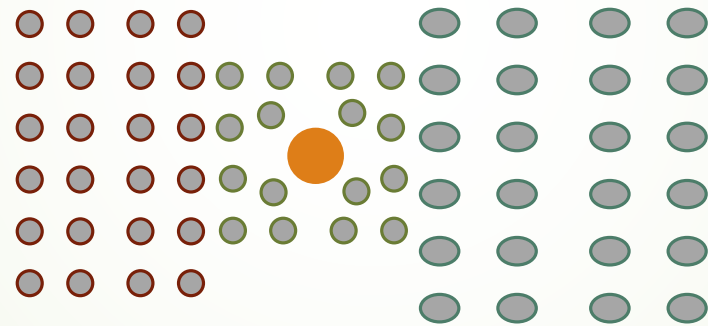
- I am an „atom in crystalic net“
- S/he cares about me due to my performance
- I am reprecable



Corporate – my position

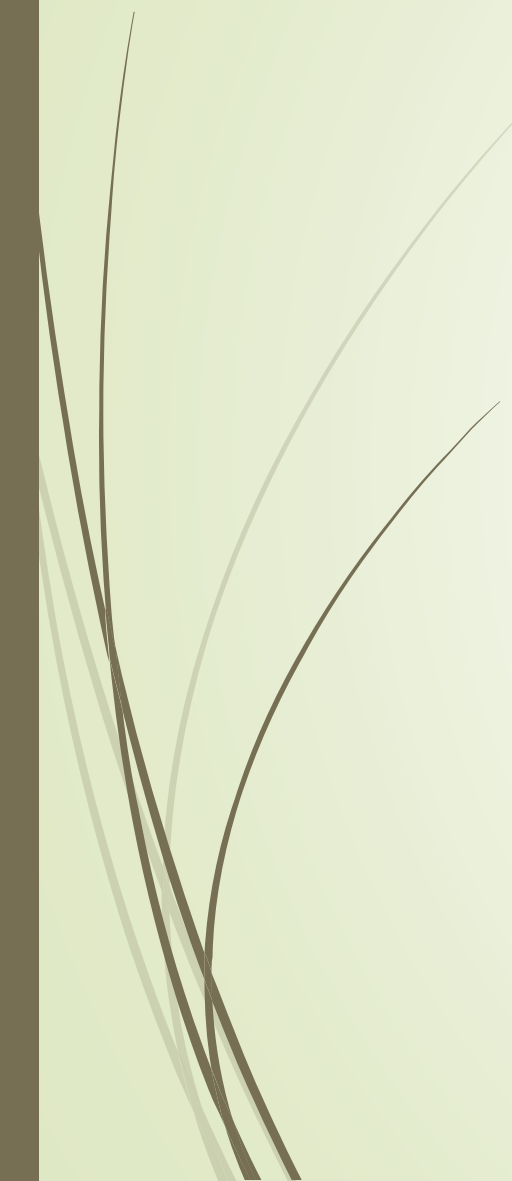


Corporate – my position



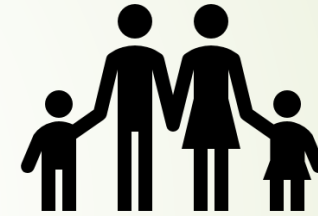


My manager

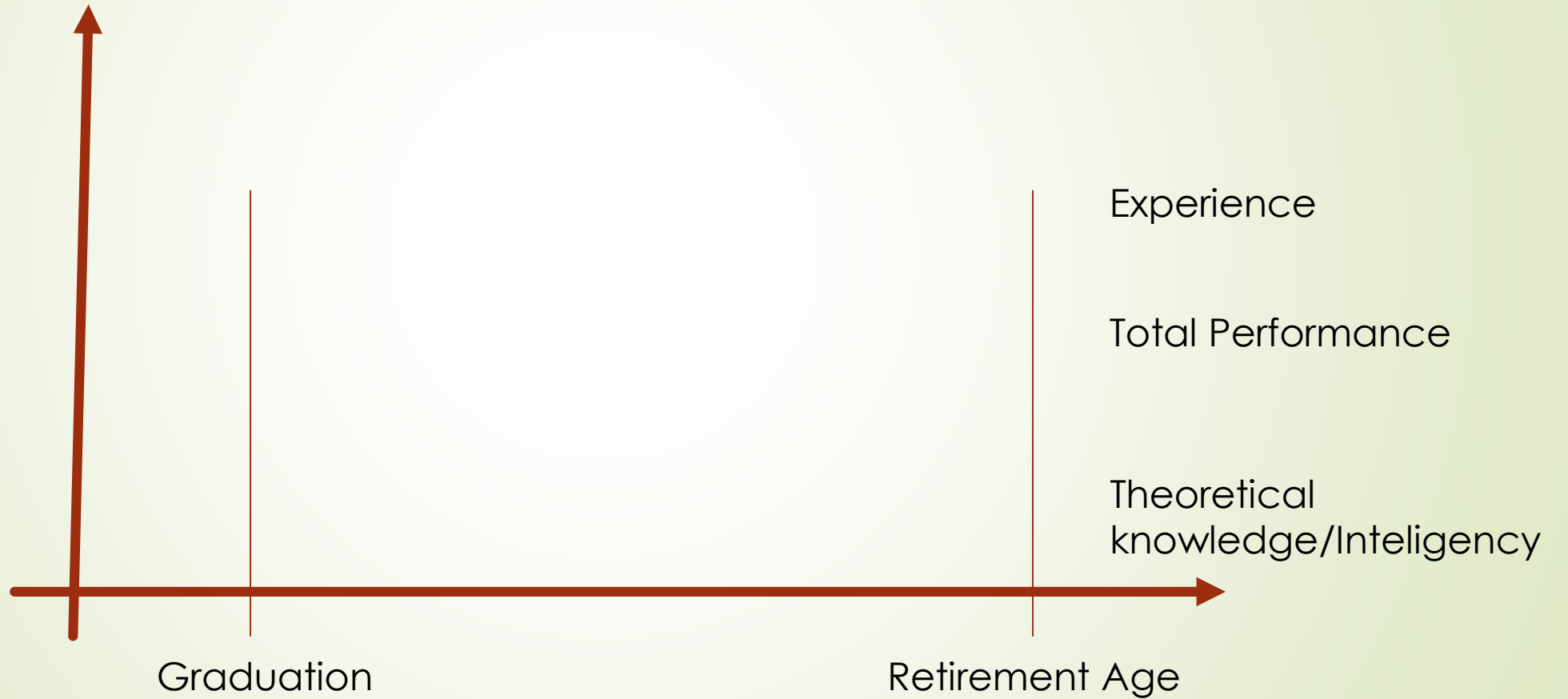
- S/he has her/his own ambitions and goals
 - I am piece of her/his success
 - S/he helps to my success
 - S/he is not my parent
- 

My colleagues















- They can think different!!!
- Having their own motivations
- More experienced
- For now – they are much better than you!



My colleagues



Generation X,Y,Z

Talking a different language					
Formative experiences	Maturists (pre-1945) Wartime rationing Rock'n'roll Nuclear families Defined gender roles - particularly for women 	Baby boomers (1945-1960) Cold War 'Swinging Sixties' Moon landings Youth culture Woodstock Family-orientated 	Generation X (1961-1980) Fall of Berlin Wall Reagan/Gorbachev/ Thatcherism Live Aid Early mobile technology Divorce rate rises 	Generation Y (1981-1995) 9/11 terrorists attacks Social media Invasion of Iraq Reality TV Google Earth 	Generation Z (Born after 1995) Economic downturn Global warming Mobile devices Cloud computing Wiki-leaks 
Attitude toward career	Jobs for life 	Organisational - careers are defined by employees	"Portfolio" careers - loyal to profession, not to employer	Digital entrepreneurs - work "with" organisations	Multitaskers - will move seamlessly between organisations and "pop-up" businesses
Signature product	Automobile 	Television 	Personal computer 	Tablet/smartphone 	Google glass, 3-D printing
Communication media	Formal letter 	Telephone 	E-mail and text message 	Text or social media 	Hand-held communication devices
Preference when making financial decisions	Face-to-face meetings	Face-to-face ideally but increasingly will go online	Online - would prefer face-to-face if time permitting	Face-to-face	Solutions will be digitally crowd-sourced

One rule

- Be Yourself!



Thanks for
your
attention.

