



Parables of Leadership-2



A Story of 3 Envelops

The story of three envelopes is a business classic for dysfunctional organizations.



It starts with an incoming manager replacing a recently fired outgoing manager.

On his way out, the outgoing manager hands the new manager three envelopes and remarks, "when things get tough, open these one at a time."



**About three months goes by
and things start to get rough.**

**The manager opens his
drawer where he keeps the
three envelopes and opens
#1.**

**It reads: "Blame your
predecessor."**

**So, he does, and it works like
a charm.**



Another three months passes, and things are growing difficult again.

So, the manager figures to try No: 2. It reads, "reorganize."

Again, his predecessor's advice works like magic.



Finally, about nine months into the new job, things are getting sticky.

The manager figures it worked before, why not try again. So, he opens the envelope drawer one last time and opens #3.

It reads... "prepare your three envelopes."



The message says, “Prepare Three Envelopes.”

While the story is amusing, three envelopes has become the accepted formula for executives during leadership transitions – despite the fact it’s full of bad advice.

Blaming prior management and relying on non-strategic reorganizations are like get out of jail free cards. They don’t fix underlying issues, but they often buy the executive more time in their role.

*Collected ,designed & converted into
a presentation*



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