

Five Key Phases for Organizational Success

And the associated human management and communication tasks



Essential to the smooth operation of any organization, partnership or group is finding a steady productive rhythm that gets you out of bed in the morning eager for the day:

- With a sense of creative flow and ease
- Able to rely on the goodwill and productivity of your colleagues

Creating a culture that supports equanimity and good cheer is a crucial foundation for navigating the challenging aspects of organizational life and sustaining relational health and well-being.

When your team struggles to communicate, expressing what needs to be said, but in a way that does not produce the desired result, morale and goodwill are undermined.

- Sabotaging agendas may flourish in the shadows
- There can be grievance-hoarding, withholding and gossip

Instructive feedback is a useful form of fire, burning off unhelpful attitudes, inaccurate perceptions and delusional beliefs. A high-feedback culture is based on trust and respect—and a rigorous commitment to:

- Having accurate data about the emotional health of your organization
- Mastering communication styles that produce enthusiastic alignment, or make it readily apparent if there are impediments that need to be handled

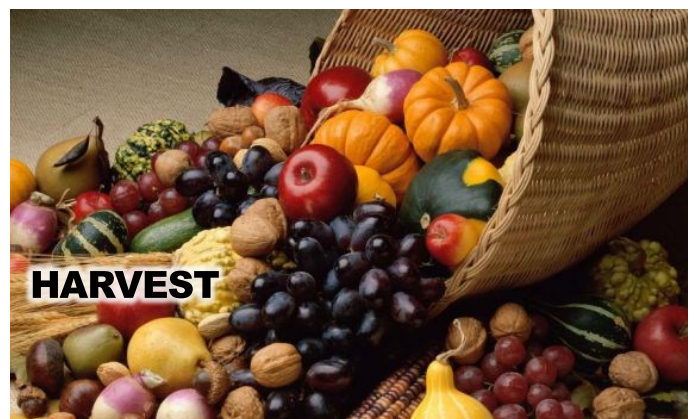


Facing accelerated external challenges is normal in our rapidly evolving culture and economy. Overcoming uncertainty and danger requires skill and perseverance—and can bring out the best in high-functioning organizations:

- Game-changing focus and creativity
- Efficient and inclusive decision-making
- Increased tenacity and grit

Success deserves celebration. It is easy to overlook this in the press of handling the day-to-day, managing people and stuff. And yet study after study has demonstrated that for most humans, feeling valued and respected is more motivating than money or perks. It is important to make good use of team-building opportunities:

- Time to really see and appreciate each other
- Get buy-in for key goals and objectives
- Recognize the goodness, skill and contributions of your team



Where does your organization fit in the big picture? Beyond your staff and even your clients, is there a larger sphere to which you contribute as an organization? Can you see a path to ongoing influence for the better in what you do?

- Being an incubator of leadership
- Supporting the highest and best for all stake-holders
- Creating an enduring legacy

Supporting discriminating organizations who are committed to achieving the best from and for their people. Call for a free consult.

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