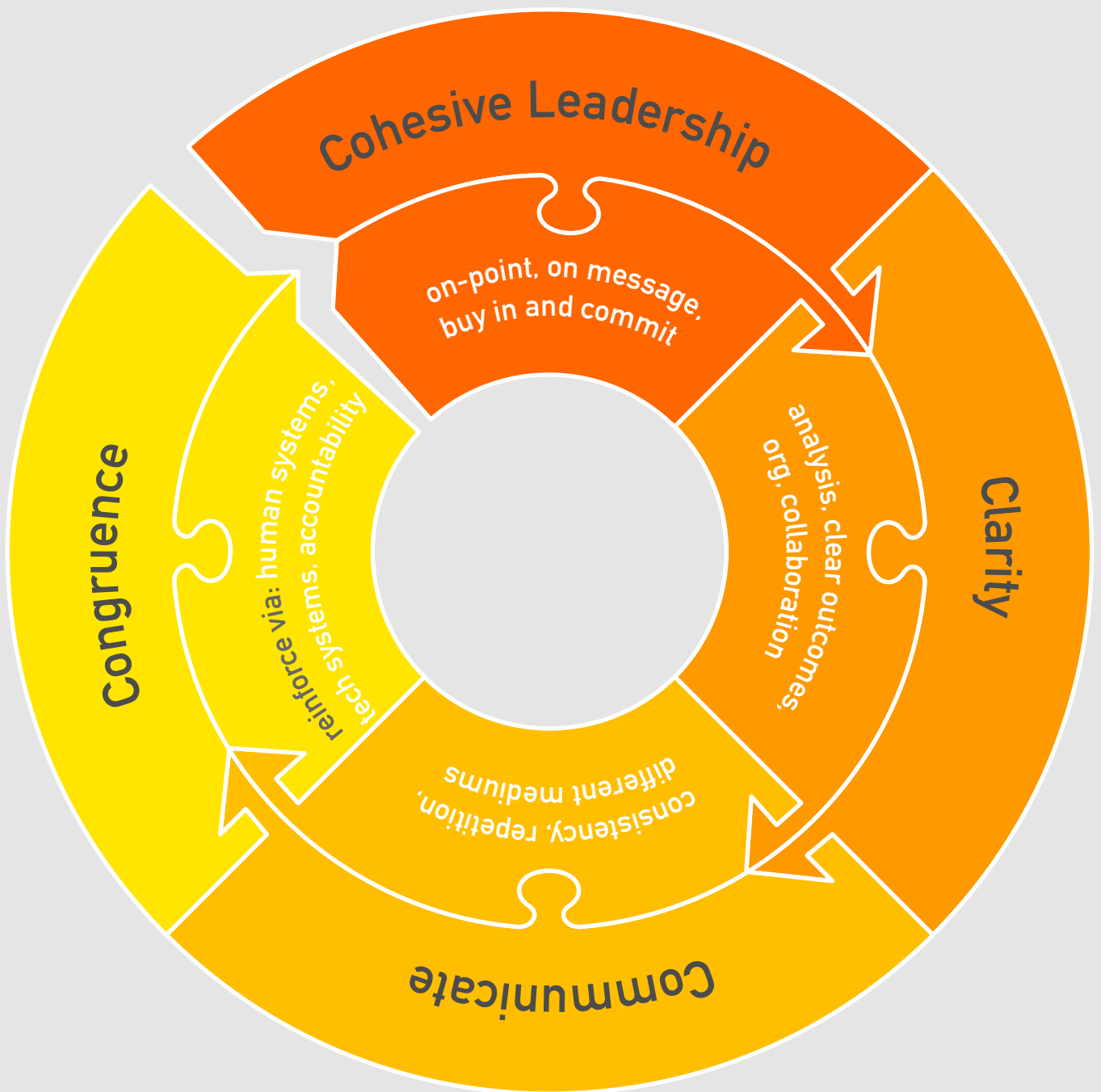


Philosophy - High Performance Culture

getting real cultural shift



“ Whether the objectives are behaviours, values, vision or attitude, if they aren't clear all the way from top to bottom, then culture will fail. ”

Clarity is the key

There is no single ingredient that necessarily leads to high performance cultures. One thing that is necessary, however, is the ability to get the most important messages to permeate through the entire organisation or division. Whether the objectives are behaviours, values, vision or attitude, if they aren't clear all the way from top to bottom, then culture will fail.

Taking our philosophy on high performance teams, & applying it on a larger scale, our aim is to empower the leaders within an organisation to drive the cultural shift that they need & create clarity for each & every stakeholder.



Elements of Clear Culture Shift:

Cohesive Leadership

Without an effective leadership team driving culture, you are dead in the water. The first thing people look to in times of uncertainty or change is their direct manager. If the entire leadership group is not on-message (singing from the same book) & on-point (actively promoting the cause), then clarity will fail. Leadership teams need to have solid teamwork capabilities & understand how their potential lack of alignment can impact clarity.

Clarity

Being clear about the end state is a challenging journey – but it is only the beginning. To make it clear to the organisation & get real buy-in & commitment, you need to find the right degree of collaboration toward the end result. This allows people some ownership without the process grinding to a logistical halt.

Communication

We need to understand where the message gets stuck & work out how to over-communicate the change to get real cut-through. This will be heavily dependent on how we repeatedly deliver the message & through which forms. This needs complete commitment from the leadership team if we really want people to 'hear' it.

Congruence

Much of the good work is often undone through a lack of congruence. Reinforcing the culture &/or change through human systems, technical systems, accountability, constant feedback & review is the process that finally shows people that we are serious. It also helps our people see the consistency & alignment in the organisation – an enormous contributor to staff engagement.



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