

CULTIVATE

A CULTURE OF ORGANIZATIONAL PURPOSE

Implementation of purpose depends upon how well it resonates in the hearts of employees.

Create a culture of leadership. The more you develop them the better odds you have for success.

Challenge your people. Leaders prove their mettle by taking on challenges. Challenging them also means supporting them with advice as well as resources.

Debrief and reflect. No job is complete without a review. Look at what went right as well as what went wrong.

Compensate fairly and competitively with other organizations.

Develop career roadmaps that will show employees a path to higher levels in the organization. Be explicit as to education, skills, and development needed to achieve such levels.

Encourage employees to develop career plans that are designed to grow their professional and leadership skills.

