

Developing Culture of High Performance

The quality of behavior in interrelationship and interactions among the team-members in an organization lead to formation of culture.

Business leaders recognize the intrinsic power of culture in an organization that help advancement of business or pull it down discretely.

Smart organizations therefore, very effectively invest in building culture for high performance. It has impact on team-members engagement, productivity and business growth.

Great culture doesn't develop on its own nor created overnight.

It undergo a transformation that allow you to build the desired culture.

Culture is inextricably linked with "*Leadership*" and managing it effectively at every level is the key for managing the desired culture.

The strong pillars of High Performing Culture are;

1. Effective Leadership at all levels
2. Clarity of Purpose
3. Clarity of Values
4. Sense of Community
5. Effective Communication
6. Effective Engagement of all Team-members
7. Sense of Ownership

The Premise are;

- Greater Sense of Ethics and Empathy
- Ownership of actions and their results

"Leadership"

It is not a role nor a position but self-awareness of strengths and weaknesses for self-management and managing others. Every team members is required to refine the strengths to provide the best input for the task.

Enhancement of Competence is must for the following;

- Abundance mindset
- Matured empathy
- Fearlessness

- **Awareness of Meaningfulness & Connectedness**
- **Innovative mind**
- **Resilient**
- **Trust Building**

Culture Transformation is Important

- **Organizational Growth and Future Success**
- **Boost the Morale of Team-members and Control Turnover**
- **Improved Team-members Engagement**
- **Improved Safety**
- **Engaged Team-members Delivers Excellent Customer Experience**
- **Resource Wastage is Reduced**
- **Team-members Internal friction is diminished**

High performance culture - Qualities

- **Changes mindset: It all starts with a shift in mindset for driving change**
- **Low turnover: Team-members enjoy working together for desired outcomes**
- **Team Backup: Every member is equally committed and withstand the challenges, they together face the stressful challenges ...**
- **Empowerment: failing fast with experiments and corrective action are the responsibility of team and make decisions for advancement. ...**
- **Sense of accountability: Team-members are responsible for the actions they take. ...**
- **Improved Strategy Implementation: Strategy Management is a continuous process and needs attention continuously on effective implementation.**
- **Clarify values and communicate: Values of organization must be known to all members and communicated regularly for the desired impacts.**
- **Reinforces positive behavior: the prevalence of behavior matters and positivity must be upheld in every case, no matter what may come.**