



5 Steps You Can Take Today to Jump Start “Game Changing” Awareness

Seize the moment to get clear – identify a team of trusted people within the company, schedule an afternoon and together answer these crucial questions; where are we? where do we want to go? and, how can we get there? Broaden the scope of both the audit and vision to include the state of the culture, communication practices, whole company connection, sense of unity and the energy of the business. Repeat quarterly.

Put your ear to the ground – find out what is REALLY going on; what are the obstacles, what are the problems, what are the strengths? Ask everyone.

Got problems, get answers – likely every solution you need is held within the mind of one of your employees. Ask for input from EVERYONE in the organization. Offer an incentive to the person who provides the best solution.

Getting to know you – schedule time to emerge from the confines of your office or conference room to have brief, caring, “non agenda” conversations with your people...in the hallway, in their office area, in the lunchroom. If you're uncomfortable doing it, do it anyway. You'll get more comfortable with time. Let them know they are valued. And listen to what they have to say. Ask these two crucial questions: How are you doing? How am I doing?

Have your managers manage less and engage more – people respond best to collaborative exchanges, nobody wants to be told what to do. Support your managers to develop their coaching and facilitating skills as well as utilize inquiry-based goal setting - goals and plans created and committed to by their people. Make sure the action plans are SMART and that benchmarking and accountability is in place.