Develop the Rockstar Organization Everyone Wants to Work For!

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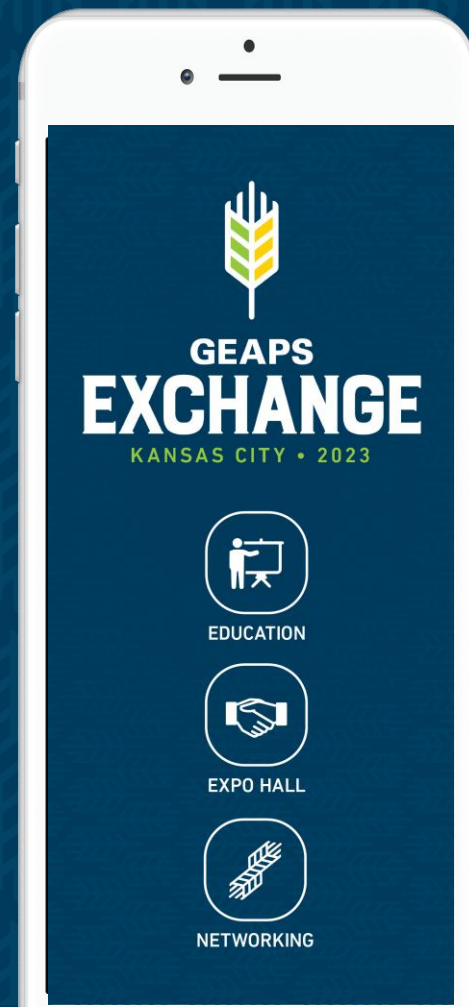
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DEVELOP THE ROCKSTAR ORGANIZATION EVERYONE WANTS TO WORK FOR!

TIMOTHY SEELEY
TLS LEGACY COACHING

OWNER/LEAD COACH

TLS Legacy Coaching

Building Legacies One Leader at a Time

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What and Why of Your Organization

Identify your culture

Culture

"the set of shared attitudes, values, goals, and practices that characterizes an institution or organization."

Marriam-Webster

Areas of Culture

- **Artifacts and Creations:** Tangible, identifiable elements in an organization. Visible elements recognized by people but not part of culture.

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- **Values and Beliefs:** Espoused values and rules of behavior. Expressed philosophies and public statements of identity.

Name That Mission Statement!

We are satisfied with nothing less than the very best in everything we do.

We are here to make a positive difference in society, as well as make a profit.

Name That Mission Statement!

Enron

We are satisfied with nothing less than the very best in everything we do.

Apple

We are here to make a positive difference in society, as well as make a profit.

Areas of Culture

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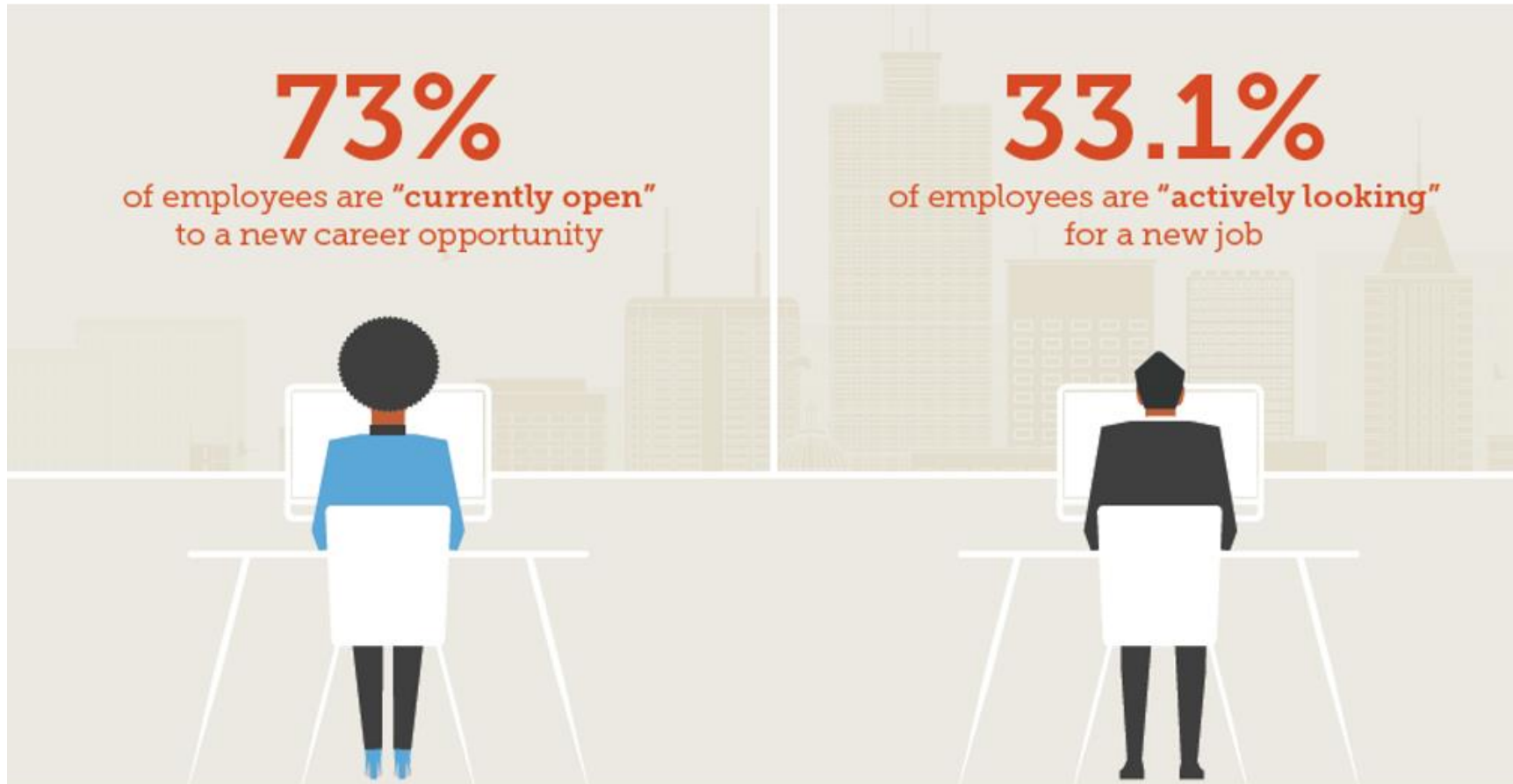- **Assumptions:** Taken for granted, deeply embedded way of doing things (your default setting

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Why does it matter?

The Hard Facts of Employee Engagement

Research from the Gallup organization

- 16% greater profit margin
- 19% greater operating margin
- 18% greater productivity
- 2.6 times the earning-per-share growth of less-trusting companies.

Is Culture Important?

73% of employees are "currently open" to a new career opportunity

33.1% of employees are "actively looking" for a new job

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OWN IT!

WHAT CAN YOU DO?

CULTURE

- C - Clarify

CULTURE

- C - Clarify

- U - Understand it

CULTURE

- C - Clarify

- U - Understand it

- L - Learn your culture

CULTURE

Work Experience			Leadership
The work environment and organizational culture impact the engagement drivers that are part of this category.			Top-level leadership impacts the engagement drivers that are part of this category.
Autonomy	Capacity	Goal Support	Leadership Availability
Meaning	Professional Development	Purpose	Leadership Integrity
Rest	Role Clarity	Utilization	Fairness

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- R – Reinforce and review
- E – Execute and Encourage

How will you develop the rockstar organization everyone wants to work for?

Questions
or
comments

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