



The Power of Strategic Execution

17 Fundamental Traits of Organizational Effectiveness

1	Clarity	<ul style="list-style-type: none"> • Clarity of decisions • Expectations and communication 	
2	Intelligent Information Flow	<ul style="list-style-type: none"> • Right information • Right people • Right time • Right amount 	
3	Confidence	<ul style="list-style-type: none"> • Consistent leadership • No wobbling • Flip flopping • Clear • Definiteness of purpose. 	
4	Strong Voices	<ul style="list-style-type: none"> • Motivate • Innovate • Inspire unity of direction 	
5	Training and Development	<ul style="list-style-type: none"> • No Peter Principle (do not promote someone to their level of incompetence) • Influences commitment success and lowers costs 	
6	Be Candid, Caring and Credible	<ul style="list-style-type: none"> • Build trust • Be straight to the point, but with diplomacy • No corporate dissonance • Coach for success 	



7	Build Alignment, Align Personal Values	<ul style="list-style-type: none"> • Conduct growth and development sessions • Find motivational hot buttons 	
8	Honor and Celebrate Success	<ul style="list-style-type: none"> • Build workplace enrichment • Reward the behavior you want repeated • Make it fun! • Build loyalty 	
9	Synergize	<ul style="list-style-type: none"> • Elevate positive attitudes (RMA) • Teamwork makes the dream work • Focus on a psychology of shared destiny • "I own it, but we do it" 	
10	Culture and Strategy	<ul style="list-style-type: none"> • Culture = Power fuel • Sense of belonging • Human connection 	
11	Promote from within	<ul style="list-style-type: none"> • Fast track engaged employees • Develop leaders • Send a message to the organization at large 	
12	Build Quality and Service	<ul style="list-style-type: none"> • Work from the inside out • Make quality and service core values (first-giving) • Quality in every part of a business 	



13	Keep Reporting Shallow	<ul style="list-style-type: none"> • 5-7 Direct reports • Use self directed teams • Build initiative and self-management into the culture 	
14	Elevate Communication	<ul style="list-style-type: none"> • Transparency • Close communication loops • Deal with difficult emotionally charged situations effectively 	
15	Be a Product of the Product	<ul style="list-style-type: none"> • Lead with heart • Lead by example • Be the change you want to see 	
16	What Get's Measured, Gets Done	<ul style="list-style-type: none"> • Follow through • What's inspected is respected • Plan, do, check, act 	
17	Make 1+1=3	<ul style="list-style-type: none"> • the Secret Sauce formula • Practice continuous Improvement • Innovate, create and build something greater than the sum of its parts 	