
FOUR DISCIPLINES OF ORGANIZATIONAL HEALTH



Discipline #1: Build a Cohesive Leadership Team

Cohesive teams eliminate politics and increase effectiveness by...

- Being open and building trust
- Engaging in constructive ideological conflict
- Committing to clear decisions
- Holding one another accountable for behaviors and performance
- Focusing on collective results

Discipline #2: Create Clarity

Healthy organizations minimize the potential for confusion by clarifying...

- Why do we exist?
- How do we behave?
- What do we do?
- How will we succeed?
- What is most important *right now*?
- Who must do what?

WHO YOU ARE

Leadership Coaching & Consulting

Discipline #3: Over-communicate Clarity

Healthy organizations align their employees around organizational clarity by communicating key messages through...

- Repetition
 - Simplicity
 - Multiple mediums
 - A cascading message
-

Discipline #4: Reinforce Clarity

Organizations sustain their health by ensuring consistency in...

- Hiring
- Managing performance
- Rewards and recognition
- Employee dismissal
- Meetings

