

Creating A Winning Culture

By Mawuena Trebarh
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Create A Winning Culture

Creating and sustaining a winning culture has everything to do with the people and the corporate values instilled in them, far more so than performance.

People always come before performance.

“You are only as good as the team that stands beside you.”

Create A Winning Culture

They include,

- Developing a team spirit
- Respecting each individual's role and responsibilities.
- Leveraging the strengths of your people and committing to partnerships to work on their weakness.
- Creating a performance-based culture that acknowledges and rewards excellence.
- Utilizing communication as a strategic function for driving organizational excellence.
- Being consistent with people policy transparency.

Create A Winning Culture

- Sharing the credit for success.
- Balancing the need for employee empathy with requirements of shareholders for results.
- Creating learning opportunities through acceptance of innovation, new technology, new trends.
- Rejecting mediocrity to see your star AND average performers rise to the occasion consistently.
- Never feel bad about letting poor performers go.

Developing A Team Spirit

- Clarify Team Goals
- Align Incentives
- Manage Task Assignment

Respecting Roles

- No employee's work is more important than another's
- Each employee must know they are a bolt in the wheel of the organization's success.
- Weakness can become turned into a strength.

Leveraging Strengths

- Identify areas of strengths use as foundation to work on weakness
- Encourage and motivate
- Assign employee with relative strengths to areas of weakness for others to understudy

Performance-Based Culture

- Adequately reward hard work
- A balanced employee gives his/her all
- Employees will only perform as well as they're managed.

Communication

- Clearly defined within the organizational structure
- Provide teams with the time and tools necessary to communicate effectively.
- Free flow of relevant information to eliminating bureaucracy

Consistent People Policy

- The rules apply to all employees
- Transparency in rationale for resource allocations
- Stand your ground no matter the pressure.

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Share Credit

- There is no “I” in team
- Let all contributors be acknowledged.

Balance Employee & Shareholder Needs

- Shareholders are not always present and may not always understand.
- Sacrificing general employee moral for shareholders may be catastrophic to the organization.

Create Learning Opportunities

- Nothing is cast in stone
- Be prepared to accept new ideas, new technologies
- Every amazing idea won't always come from the top

Reject Mediocrity

- Never settle for “good enough”
- Have a standard of quality for outputs
- Set employees goals for excellence at all times.

Never Feel Bad About Letting Poor Performers Go

- Accept that not all matches (employee & employer) are perfect.
- “Amputation” is good to prevent spread of the problem.
- Other companies may require his/her skills.
- Don’t burn bridges you may have to cross later.

Conclusion

Its about the collective and not an individual.

High performing organizations invest in their people.

“PEOPLE ALWAYS COME BEFORE PERFORMANCE”

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