Why Great Employees Leave 'Great Cultures'

From the outside, a company may look like *"the place to work,"* but constantly they are having to hire new personnel when their employees leave. The culture of the company may not actually align with their core values which make for an unhappy workplace. So how can this all be changed? Let's first understand what a great culture is versus what it's not.

Are You maintaining a Great Culture to keep Great Employees?

What is a Great Culture?

While some might think having a great culture is all about parties or free gifts or company sponsored workout classes, having a great culture is so much more than that. When a company's behaviors, systems, and practices all align with their core values, great culture is the largest by-product.

A majority of employees leave great companies when gaps form between the three elements and core values.

INSIDE THIS ISSUE

These 5 Words Make The Difference Between Success and Failure

It's no secret that Tom Brady is a successful person in the spotlight. He recently gave a statement talking about how he handles the stress and excitement of football games. People questioned him on his methods of staying calm when there's so much going on around him.

Brady gave 5 important words that he uses in his life. *"One play at a time"* are five words that make the difference between his success and failure. Here are a few reasons why these words matter.

The Power of Focus

These words can serve as a mantra in anyone's life. Regardless of how someone views this statement, you can't deny that these words are powerful. They bring focus and perspective in life situations.

While you may not have a busy football career, chances are you deal with stressful situations every day. Taking life events *"one play at a time"* trains your brain to slow down and focus on one situation at a time.

You CAN Shut Out Fear of Failure

Life is stressful enough without the added fear of failure. If you're constantly worried that you'll fail, you'll have a hard time pressing forward. If you don't press forward, you'll never reach your goals.

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For example, if a company says they "promote from within", but even the top performers in the company never get a promotion.

To fix a failing culture, the best place to start is by reviewing the behaviors, systems, and practices in place to see where improvements can be made.

Behaviors

Employees want to know exactly what behaviors will get a promotion or raise. When there are clear expectations, employees can focus on working on those behaviors to get ahead in their career rather than worrying if they are doing the correct things.

Another thing that will bring down the culture is an ineffective leader that doesn't follow expected behaviors. Employees will become confused if what they need to do to get a promotion isn't consistent with the behaviors of leaders already in place in the company.

Systems

Every system that is in place in a company, such as job titles or technology used, can lead to a company's culture excelling or declining. A few key systems that must be correctly working towards a better culture include assessments, rewarding, and goal setting.

> **Assessments:** Knowing how frequently assessments will be given and how feedback will be provided on them is important.
>
> **Rewarding:** Employees need to see there is a true system in place for gaining a promotion. They will lose trust and faith in a company when this is perceived as random.
>
> **Goal Setting:** Including employees in the goal-creating process will aid in clarifying expectations and guidelines.

Practices

Practices, such as meetings, feedback sessions, or company events, must change as the company grows or faces setbacks. Evolution is the key to success when

showing employees that the company is willing to work on maintaining a great culture. ♦

*Continued from page one – **These 5 Words***

Choosing to take things *"one play at a time"* forces you to check your goals. Take time to celebrate each milestone regardless of how small it is. Determine to keep moving forward no matter how afraid you are.

Dealing With Emotional Balance

These five words help you manage your emotions and learn from your mistakes. Don't let yourself believe you can't keep trying. Use these words to motivate you toward success and away from failure.

If you're the type of person that slows down in stressful situations, stop and focus on *"one play at a time."* Let those words motivate your pace and accomplish whatever tasks you have.

Learn From Past Mistakes

A big difference between success and failure is learning from your past mistakes. Focusing on *"one play at a time"* helps you avoid the same mistake and succeed the next time. It's important to live in the present and not focus on past mistakes.

The most successful people analyze their mistakes and try again until they succeed. They don't stop when something goes wrong. They press forward toward their goals.

Try using these five words in your life to move you away from failure and toward success. ♦

> *"Success is not final, failure is not fatal: it is the courage to continue that counts."*
> ~ Winston Churchill

Want To Be A Successful Leader?
Stop Reading About What They Do and Start Applying These 5 Success Habits Instead!

Are you tired of reading the same leadership clichés in leadership books and online articles? Most of the *"helpful"* information and tips that you have read are all based on common sense and ideas that have been installed in your head since elementary school.

When you're ready to become a successful leader, it's time to follow the five actionable practices documented by Dr. John Stahl-Wert. These practices can be found in successful businesses and organizations around the world.

Dr. John Stahl-Wert

1. Have a Vision – Having a compelling vision is the foundation of becoming a great and successful leader. Getting your team to buy into your vision will inspire and motivate them to bring their 100 percent day in and day out. Nothing motivates us more than a compelling purpose that we can get behind and work towards.

2. Set the Bar High – Establish a set of core values that you strive to implement at every level of your organization. These values will help define the level of work you expect your team to reach on a daily basis. By setting the bar high, you're holding your team accountable to do everything in their power to reach it.

3. Break Down Barriers – Let your team and your customers know you're willing to go above and beyond to get what the customer values most. Clarify what it is that your team does that customers value most. After that, demonstrate that you're willing to remove any and all barriers between your product or service and your customers.

4. Optimize Your Teams Strength – A successful leader knows his team's individual strengths. By knowing these strengths you can better delegate work to people who love doing and who do it well. This can ensure the best work possible while also keeping your team engaged in the work that they are doing.

5. Flip The Pyramid Upside Down – A successful leader can flip the top-down pyramid to help establish a healthy leader-leader culture in their organization. By doing this, you can help your team reach their full potential. It's important to get rid of the unhealthy dependency on individual leaders.

A successful and well-respected leader is in the trenches with their team. Follow with actions, not just words, and your team will follow. ♦

One Minute Ideas

Coaching Checkup – How Are You Doing?

✳ Do my team members feel free to ask me questions when they don't understand something?

✳ Do each of my team members know exactly what I expect of them in their daily tasks to be successful?

✳ Have I noticed great work in each of my team members in some way today?

✳ Have I clearly communicated my vision of success to my team? Do they see it posted anywhere in the workplace?

✳ Do I have a difficult time challenging or offering feedback to team members positively without criticism?

✳ Do I set aside one-on-one time with my team members on a regular basis?

✳ Have I created small "wins" for my team?

Staying Focused –

Track each team member's progress & consistently check up to make sure they are moving towards the objectives. Don't forget to check yourself too. "Have I inspired my team? Have I encouraged them? Have I challenged them?" ♦

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Creating Winning Teams

Creating a winning team begins with creating a culture in which people are encouraged to challenge, to question, to try, and to innovate. Surround yourself with and create teams of the best people the organization has to offer. Don't limit yourself by focusing only on people with seniority or rank. Bring people into a team as they are needed based upon their expertise or abilities.

The ideal team will include the four types of thinkers so you get a blend of perspectives. For example, some team members will naturally focus on short-term efficiency issues (*doing things right*) while others will focus on short-term effectiveness (*doing the right things*). Additional team members should be selected for their natural inclination to focus on long-term efficiency, while others should be selected for their natural focus on long-term effectiveness. This will go a long way toward preventing "group think" from taking over and delivering a product that is fundamentally flawed.

Create a culture where people are encouraged to be their best and perform their best. As the goals or projects dictate, you may want to involve multiple constituents in different aspects of the project as needed. Furthermore, it may not always be necessary to involve everyone from the beginning to end. Always be sure however, that the goals and objectives are specific and that they are aligned with the vision, values, and strategies of the organization as defined by the strategic plan. ♦

~ Adapted with permission from the Resource Associates Corporation Executive Leadership Program by Sorrell Associates, LLC

Manage Change With Personalities

It's a mistake to expect everyone to react to change in the same way. Instead, say consultants Kathy Kolbe and Jim Woodford, it makes more sense to benefit from what Kolbe calls the instinct-based actions of these four personalities:

1. Fact-finders need to investigate and process information.

2. Follow-throughs want a sense of order.

3. Quick-starts welcome innovation and risk.

4. Implementors prefer to transform ideas into reality with tools, machines or their hands.

To know which one you're dealing with, says Woodford, listen carefully to what they say when you propose change.

Fact-finders will ask "Why do we need the change and what does it involve?" **Suggestion:** Let them persuade themselves by collecting research to support the need for the change.

Follow-throughs will say "Yeah, but ..." Their comments will show they need to fit the change into existing structures and routines. Suggestion: Ask them to work on the best ways to do that.

Quick-starts will say "Why not?" Suggestion: Have them tackle a change task you know they'll complete successfully. That will encourage the others.

Implementors will say "What real work can we do?" Suggestion: Team them with the Quick-starts to field-test early change tasks.

Source: Richard S. Deems, writing in *Human Resource Professional*, LRP Publications, 747 Dresher Road, Ste. 500, Horsham, PA 19044

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