

5 ways leaders can Influence the Organization and Actions of Others



A leader's role is to purposefully develop and maintain the critical behaviors needed from others. This requires designing the organization to support desired performance.

Here are five ways to do so:

1

Develop a relentless focus on the Mission, Vision, and Values:

Establish leadership accountability by setting goals based on MVV, sharing MVV success stories, and aligning business decisions with MVV.

2

Create a Compelling Strategy:

Develop a strategy for what the future looks like and why it is important including, pinpointing the purpose of the plan and measuring success.

3

Establish critical behaviors:

Create a behavioral roadmap that identifies the actions required at every level, including expectations and how results are achieved.

4

Create an Environment that Supports Desired Behavior:

Ensure that leaders are accountable and the systems and processes are in place to reinforce new behaviors.

5

Develop Say/Do Correspondence:

Align a leader's behavior with what they say and do to build trust throughout the organization.