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“Organizational health trumps everything else!”

Principles adapted from Patrick Lencioni – The Table Group



WHY ORGANIZATIONAL HEALTH MATTERS?

INTRODUCTION

Leadership is scarce because few people are willing to go through the discomfort required to lead.

Seth Godin – Tribes: We Need You to Lead Us

PREMISE

Smart + Healthy = Success

I believe that all successful organizations share two qualities: they are smart, and they are healthy.

Patrick Lencioni – The Four Obsessions of an Extraordinary Executive

FACING OUR BIAS

Before leaders can tap into the power of organizational health, they must humble themselves to overcome the three biases that prevent them from embracing it.

Patrick Lencioni – The Advantage

- **Sophistication Bias**
- **Adrenaline Bias**
- **Quantification Bias**

CO-CREATING A CULTURE

The environment is the result of an established culture

You will get what you create and what you allow.

Your boundaries will define and make that happen as you step up and set them.

Dr. Henry Cloud – Boundaries for Leaders

IDENTIFYING REALITY

“Sustainability” – Being healthy fosters and multiplies intelligence

The seminal difference between successful companies and mediocre or unsuccessful ones has little, if anything to do with how smart they are; it has everything to do with how healthy they are.

Patrick Lencioni – The Advantage

A LEADER'S "OBSESSION"

To build and maintain a cohesive leadership team

The most committed executive is tempted to avoid facing the realities of human behavior. It requires levels of discipline and courage that only a truly extraordinary executive is willing to embrace.

Patrick Lencioni – The Four Obsessions of an Extraordinary Executive

BEING A "PRODUCTIVE COMMUNITY"

Being Real

When people become members of a productive community they tend to become more inner directed and other focused. They tend to be motivated by a calling that they feel deep within. They make contributions that exceed narrow self-interest. People in productive communities also have another unusual characteristic: they want to be connected to reality.

Robert E Quinn – Change the World

Defining "Team"

Becoming a real team requires an intentional decision on the part of its members.

Patrick Lencioni – The Advantage

- Small Group of People
- Collectively Responsible
- Common Objectives

PATH TO BEING A HEALTHY TEAM (BASED ON "THE FIVE DYSFUNCTIONS OF A TEAM")

Building a Culture of Trust (*Vulnerability-based trust*)

Mastering Conflict

Achieving Unified Commitment

Embracing Mutual Accountability

Focusing on World-Class Results

OBJECTIVE OF WHATIF ENTERPRISES

To support the effort of building and maintaining a cohesive leadership team by...

- ❖ Implementing a Strengths-Based Philosophy
- ❖ Creating a Culture of Trust
- ❖ Integrating Transformational Leadership

COACHING TOWARD ORGANIZATIONAL HEALTH

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