

## **Uncommon Leadership Driving Culture Change**

### 1. Alignment

To what extent is the culture change serving the Mission?

To what extent does the Vision include and define culture?

To what extent is there a strategy for achieving the vision in terms of culture?

Based on the above, what next steps can confirm or enhance alignment?

### 2. Accountability

	Role/ Responsibility	What success looks like	How we measure results
LEADERSHIP			
MANAGEMENT			
INDIVIDUAL CONTRIBUTION			

### 3. Roadmap for Transformative Leadership Impact

#### Align It - Define and align expectations

- Elevate leadership to achieve a common definition and commitment
- Equip management to understand, communicate and manage to goals
- Inspire individual contribution to enhance performance and engagement

#### Measure It - Determine and report on success metrics

- Mission-related wellness metrics
- Vision-related wellness metrics
- Strategy-related wellness metrics
- Execution- and performance-related metrics

#### Manage It - Require accountability

- Leadership
- Management
- Individual contribution

4. What one action will you take toward Workforce Efficacy™ in support of the organization's vision with respect to culture?