

START

1

Evaluate Current Culture & Performance
Identify Top Performance Priorities

1. _____
2. _____

Commonly growth, profit, customer satisfaction, quality, etc.

Identify How Culture Plays a Role

Strengths

1. _____
2. _____

Weaknesses

1. _____
2. _____

Think frustrations & behavior holding back performance priority results - commonly teamwork, accountability, creativity, discipline/organization, ownership, etc.

3

Define Values & Expected Behaviors

Be very specific about future behavior needed. Use feedback & prioritization. Document & communicate.

4

Clarify Strategic Priorities

Ideally no more than 3-5 areas of work clearly communicated & focused on performance priorities. Document in clear summary.

2

Clarify Improvement Vision

Focus on a performance priority & strengths & weaknesses from Step 1. It should be motivating & support a defined purpose or mission.

5

Engage Team to Define SMART Goals

1. Goals support each strategic priority & reinforce expected behaviors.
 2. Use feedback & prioritization with team(s).
 3. Document & track.

9

Build Motivation Throughout

Regular reward & recognition. Formal & extensive informal. Recognize progress on performance priorities & showing expected behaviors.

8

Manage Communication Habits

Standard daily/weekly/monthly habits. Feedback to confirm clarity (pre-review, during, after). Use standard agendas. Surface & eliminate drama/rumors. Focus on results & behavior.

7

Maintain a Management System for Priorities / Goals

Weekly / monthly meeting, standard agenda, track status & remove barriers. Focus on performance priority results & expected behaviors.

6

Clarify & Track Key Measures

Consider unifying metric: highly visible measure of performance priority. Define leading & lagging measures for performance priorities.

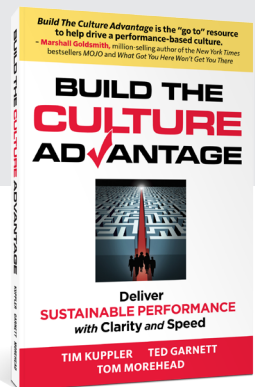
Current Status:



Effective



Not Effective



ROADMAP FOR BUILDING YOUR PERFORMANCE CULTURE

Download this roadmap at BuildtheCultureadvantage.com

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THE CULTURE ADVANTAGE