

Best Practices

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Best Practices

- Identify and discuss strategic goals
- Assemble a group with enough power to lead the change effort and encourage the group to work together as a team
- Create a vision to help direct the change effort
- Use every vehicle possible to communicate the new vision and teach new behaviors by example
- Remove obstacles to change, change systems that undermine the vision, and encourage risk-taking and non-traditional actions
- Plan and create visible performance improvements, then recognize and reward employees involved in improvements
- Hire, promote, and develop employees who can implement the vision
- Articulate the connections between new behaviors and organizational success

Source:

- *"Building Organizational Culture for High Performance," Corporate Leadership Council, 2003.*

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