

TIPS FOR CREATING A HIGH PERFORMANCE ORGANIZATION

The following tips can be applied to any size organization in order to improve performance.

1. Identify no more than 3 **must** achieve goals and ensure that everyone knows what they are and why they are so important to the organization. Keep track of the progress being made and provide regular feedback to everyone.
2. Ensure you have the right people in the right jobs to execute on the goals and business strategy. Hire carefully and promote wisely.
3. Ensure you have efficient processes that give the organization a competitive advantage and that supports, not hinders people's efforts to be efficient. Work on continuously analyzing and improving work processes.
4. Promote active participation in decision-making from all employees. Participation helps people become more engaged in their work and committed to the organization.
5. Develop yourself and your people. We all have tremendous untapped potential and if leaders provide opportunities for learning and growth that can be tied to business and organizational development, everyone comes out a winner!

To learn about how we coach you in building a high performance organization contact Stephen Goldberg at 514-696-9649 or at sgoldberg@optimusperformance.ca.

Stay tuned for details on our new Executive Leadership breakfast series for business owners starting in September