

BUILDING STRONGER ORGANIZATIONS
SUMMARY

WHAT IS AN ORGANIZATION?

“System of consciously coordinated activities or forces of two or more persons”

“A group of people intentionally organized to accomplish an overall, common goal or set of goals.”

“A social arrangement which pursues collective goals, which controls its own performance, and which has a boundary separating it from its environment.”

Every Group needs to consider THREE factors:

Purpose – Providing value to members in order to prosper and achieve needs

Process - Create systematic and smoothly flowing value streams for design, make, and use.

People - By engaging every member touching value streams to sustain and improve the flow.

Four common denominators present in all organizations:

Coordination of Effort - What are the rules?

Common Goal – Why are we here?

Division of Labor – Who is doing what?

Hierarchy of Authority – Who is calling the shots?

WHAT MAKES ORGANIZATIONS STRONG AND LONG LASTING?

- Clear Mission and Vision
- Realistic and Attainable Goals
- Needs Alignment
- Leaders must be Present and Accessible
- Consistent Communications
- Open to Innovation and Change
- Understand Group Dynamics
- Cell Division
- Identify Signs of Decline
- Succession Planning

WHY DO LEADERS FAIL?

- Fear
- Micro-management
- Lack of support
- Tirades
- Lack listening
- Lack vision
- Lack of caring for people
- Poor mentoring
- Allow fear to grow rather than trust
- Allow drive, energy ideas to be killed by
 - conventional wisdom
 - bureaucracy
 - organizational rigidity
 - politics
- Lack personal courage to do what is right vs. what is conventional or safe

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ORGANIZATIONAL CULTURE: WHY IS IT SO IMPORTANT?

“Organizational culture is the set of shared, taken-for-granted implicit assumptions that a group holds and that determines how it perceives, thinks about and reacts to its various environments”

Where does culture come from?

At the foundation of an organization's culture is its VALUES.

While it is the primary responsibility of the leader to create the culture with his/her values, culture is formed by the values of the leaders and the members together. It's vital to see that members play an integral role in creating the culture of a group. Members therefore, must be accountable. Strong groups are based on the unity of their membership.

TECHNIQUES TO BUILD STRONGER ORGANIZATIONS

- Create a mission and vision
- Set specific goals
- Provide structure
- Be organized
- Prepare ahead of time
- Have processes
- Communicate
- Lead by example
- Don't be afraid to delegate
- Create enthusiastic members
- Develop future leaders
- Create an exit strategy

RECOMMENDATIONS

- Leadership Training and Development Programs
- Organizer Handbook
- Organizer Forum
- Organizer Templates
- Organizer Tools