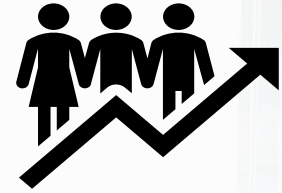
A group of four business professionals (two men and two women) are seated in a modern, glass-walled meeting room. They are sitting in blue armchairs arranged in a circle, engaged in a discussion. The room has large windows and a grey carpet. The text is overlaid on the image in white, with a vertical line separating the first two lines from the third and fourth lines.

Cultivating
Organizational
Effectiveness:
15 Questions



CULTURE



PERFORMANCE



LEADERSHIP

ORGANIZATIONAL
EFFECTIVENESS
REQUIRES SYNERGY





CULTURE



PERFORMANCE



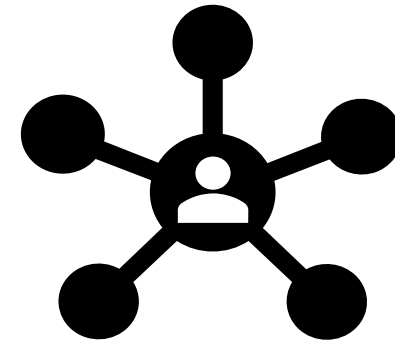
LEADERSHIP

Is your leadership fostering trust and clarity across the organization?

How do your employees connect the mission to their daily work? Is your vision communicated regularly and understood across the organization?

Are you intentional about the development and care of your leaders? How is this replicated to everyone?

Are your business and people strategies aligned and owned by every leader?



LEADERSHIP

Are values in action
communicated and expected?

How are you measuring what is
most important?

Are vital behaviors aligned with
your objectives? How are they
strengthened and regarded
at all levels?

Do our people demonstrate self-
accountability?



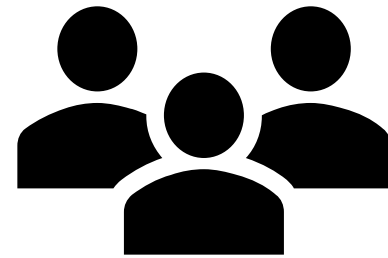
PERFORMANCE

How is your culture actively shaping behaviors? Is it what you intended?

Is your mission integrated and are values fostered and observable?

Does your culture facilitate a community of purpose and belonging?

Is there ownership of the culture by everyone in your organization?



CULTURE

Lorraine Call

Organizational Effectiveness Consultant
& Leadership Coach

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