A LEADERS GUIDE TO LEADING THROUGH CULTURE

It is extremely important that organizational leaders represent and demonstrate their organization's culture. Employees observe leader's behavior diligently even the mundane tasks like what they spend time on, what they put on their calendar, follow ups, and what is celebrated. These behaviors provide employees with evidence about what counts and what behaviors of their own are likely to be rewarded or punished.

Culture

Regularly review your own behavior to understand the signals that you are sending to employees

Remember that your actions mean much more to employees about priorities than printed vision statements and formal policies

Take time to help employees interpret key events and changes in light of cultural values on an ongoing basis. If you neglect to, employees will make their own explanations

You must instill your employees with confidence and clarity about key cultural values

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