



Organizational Health for
Competitive Business
Advantage

What is Organizational Health?



Four Components of Org Health

REINFORCE CLARITY

How does clarity become part of your ethos?

4

1

COHESIVE LEADERSHIP TEAM

How are decisions made?

3

2

CREATE CLARITY

What is your identity, vision, and short-term strategy?

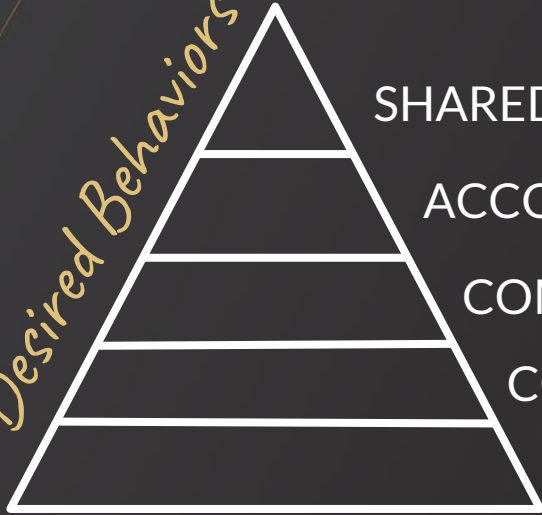
OVER-COMMUNICATE CLARITY

How are all members held accountable for progress?

Taken from *The Advantage* by Patrick Lencioni

Cohesive Leadership Team

5 Desired Behaviors



SHARED RESULTS not STATUS / EGO

ACCOUNTABILITY not LOW STANDARDS

COMMITMENT not AMBIGUITY

CONFLICT not ARTIFICIAL HARMONY

TRUST not INVULNERABILITY



Create Clarity with 6 Critical Questions

#1. Why do we exist?

#2. How do we behave?

#3. What do we do?

#4. How will we succeed?

#5. What is most important, right now?

#6. Who must do what?



“Everything rises and falls on leadership.”

—JOHN MAXWELL



Leader Behaviors

#1. Demonstrate vulnerability

#2. Provoke conflict

#3. Confront people about behavior

#4. Hold accountable those who are not putting team first

#5. Demand clear answers to critical questions

#6. Look for broken and inconsistent processes that confuse

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