

The Consultant's Corner

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INSIGHTS  SUCCESS
"Building On Strengths"

Identifying Values

Transforming the organization series – Part 1 of 2

Many people have given little more than a passing thought to identifying the **values** that govern their personal behavior, and even fewer organizations have done so. Instead, they accept the values of others or let situations determine the **values**. In almost all cases in which **values** are not clearly defined, good decisions are more difficult to make. Without **values**, people are easily influenced and decisions are subject to frequent change or compromise. "Situational values" confuse people, and create problems and complexity.



Successful leaders make important decisions based on a set of core **values**...doing the right things for the right reasons. In an organization, personal **values** may differ. A leader will help everyone focus on a "common-good" value that will engender a desire for cooperation and team work, without invalidating those personal differences.

What are your **values**? Can you easily and specifically identify them?

Continued on page two – Values

Inside This Issue

Identifying Values – Part 1 of 2

The Magic Key to Happiness and Success

A Sports Model for Teamwork

One Minute Ideas

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The Magic Key To Happiness And Success

There is an ancient legend about a time in the history of humanity when society so abused wisdom that wisemen decided to take the secret of happiness and success away from man and hide it where mankind would never find it again. The big question was where to hide it? A council was called by the chief of the wisemen to discuss this question. The lesser of the wisemen said, "We will bury the secret of happiness and success into the dark depths of the earth."

The chief wiseman responded, "No, that will never do, for mankind will dig deep down into the earth and find it."

Then they said, "Well we will sink the secret of happiness and success into the dark depths of the deepest ocean."

But again the chief wiseman replied, "No not there, for humankind will surely learn to dive into the dark depths of the ocean and will find it."

Then, one of the lesser wisemen said, "We will take it to the top of the highest mountain and hide it there."

But again the chief wiseman said, "No for humankind will eventually climb even the highest mountain and find it, and again take it up for themselves."

Then, the chief wiseman said, "Here is what we will do with the secret of happiness and success. We will hide it deep inside every individual, for they will never think to look for it there."

To this day according to legend, people have been running back and forth across the earth – digging, diving, and climbing, in search of something that they already possess within themselves.





ONE MINUTE IDEAS

Liftoff to Space Exploration

See a real-time map of where the space shuttle, International Space Station, and other satellites are located. You can also find lots of information and news about space travel and the universe.

Check it out at: www.nasa.gov



Be on the lookout for coaching moments

Coaching isn't appropriate for every situation. Sometimes, staffers want to work on their own, uninterrupted by the boss.

To spot employees ready for coaching, pay attention to when things aren't going well or when they could use an extra hand on a tough project. That's when they'll be eager to work with you.

Silence

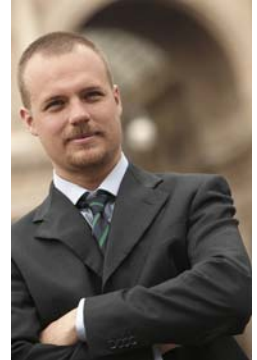
Mentally count how many times you remain silent in your next conversation with an employee or co-worker. If you note only a few, you may need to give others more chances to offer their ideas, to ask questions, and to show they understand what you've said.

Continued from page one – Values

What about the people throughout your organization? Are they committed to the organizational **values**?

Take time to clarify or review the **values** you hold as a leader. Focus on what is really important to you, and ask yourself, "What are those few beliefs that I value so strongly that I will not compromise?" Sometimes when crystallizing your **values**, it helps to identify and clarify those **values** that you respect in other leaders you hold in high regard.

What **values** do their actions, habits, and life-style exemplify? Often the **values** you see and respect in others are indicators of what you hold as personal **values**. How do these **values** exhibit themselves in your business decisions, in your relationships with customers, employees, stockholders, suppliers, and your community? Crystallize those **values** which YOU identify and embrace as the **values** by which you want to live your life, as well as those of your organization.



Involve key people in the process of identifying what the core **values** should be. Get support and input from other senior managers. You may also want to elicit input from other people throughout the organization; the more involvement and commitment they have in the process, the more ownership they'll have of the results. Use all of this input to crystallize the core **values**.

After you have crystallized your personal and organizational **values**, you will find it helpful to rank them. The first two or three should be those **values** that you will not compromise. Your highest-ranked core **values** remain firmly established and rarely change. Strategies, practices, procedures, and structure should be continuously evaluated and open to modification and improvement. Ranking **values** helps establish priorities for decision making. Organization **values** are an integral part of your Strategic Plan and the cornerstone for the actions and decisions of everyone in the organization. If you have not done so recently, revisit your Strategic Planning process and the plan itself. Additional time spent in this activity will have a positive impact upon your bottom line and ultimate success.

*In our next issue we will discuss the key to **Valueship** (Part 2)*

When your values are clear to you, making decisions becomes easier.

— Roy Disney

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