

BEST of SUCCESS

MANAGEMENT VS. LEADERSHIP: BUILDING YOUR COMPANY WITH PURPOSE AND VISION

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Owner

Legacy Restoration

BEST  **of**
SUCCESS

Legacy History



Why are YOU here?



What is Culture?

What Is Organizational Culture? And Why Should We Care?

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If you want to provoke a vigorous debate, start a conversation on organizational culture. While there is universal agreement that (1) it exists, and (2) that it plays a crucial role in shaping behavior in organizations, there is little consensus on what organizational culture actually is, never mind how it influences behavior and whether it is something leaders can change.

“Organizational culture defines a jointly shared description of an organization from within.” — Bruce Perron

“Culture is how organizations ‘do things’.” — Robbie Katanga

“Organizational culture is the sum of values and rituals which serve as ‘glue’ to integrate the members of the organization.” — Richard Perrin

“In large part, culture is a product of compensation.” — Alec Haverstick

“Organizational culture is civilization in the workplace.” — Alan Adler

“Culture is the organization’s immune system.” — Michael Watkins



Defining Culture

Culture is a group of people that share a set of **values, standards, and norms** for behavior.





WHY > WHAT > HOW

Purpose Statement

The Purpose Statement:

- Must Be Larger Than The Organization
- Improve The Quality Of Life

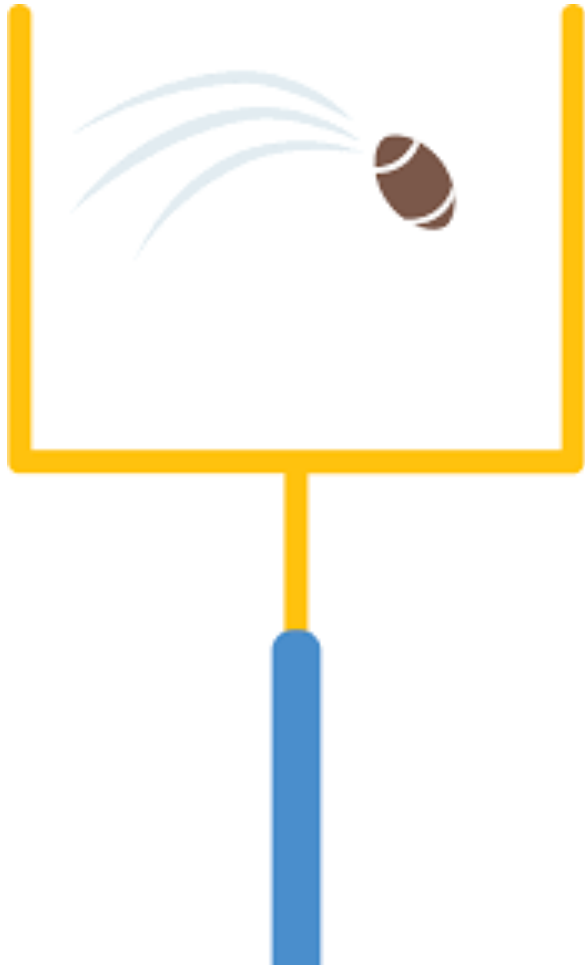


The Purpose Statement generates resiliency.



WHY > WHAT > HOW

Mission/Vision Statement



- Mission Statement = Short Term
- Vision Statement = Long Term
- The ultimate objective of the organization
- Destination point of the organization
- Where are we going, how are we getting there, will you take care of me along the way.



WHY > WHAT > HOW

Values



Values are where culture is created.

- Do Our Best
- Continuous Growth Or Improvement
- Embracing Obstacles As Opportunities
- Engagement, Teamwork & Unity
- Contribute To The Communities We Serve

Who is the primary beneficiaries to these values?

- 1.The Employee
- 2.The Environment

Values



If 70-80% align on these values the organization thrives and grows.

WE WIN!

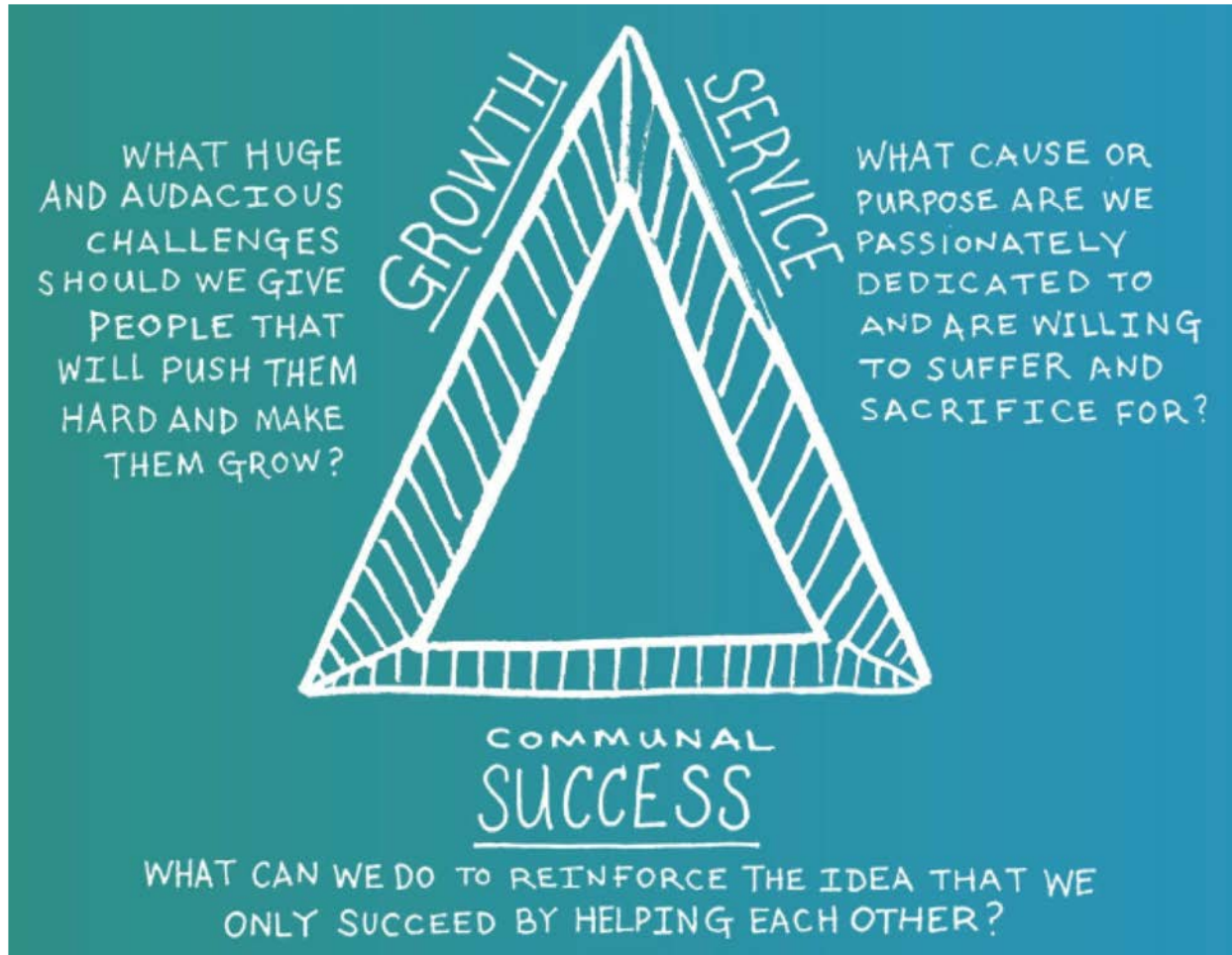
Management
(Telling)



Leadership
(Teaching)



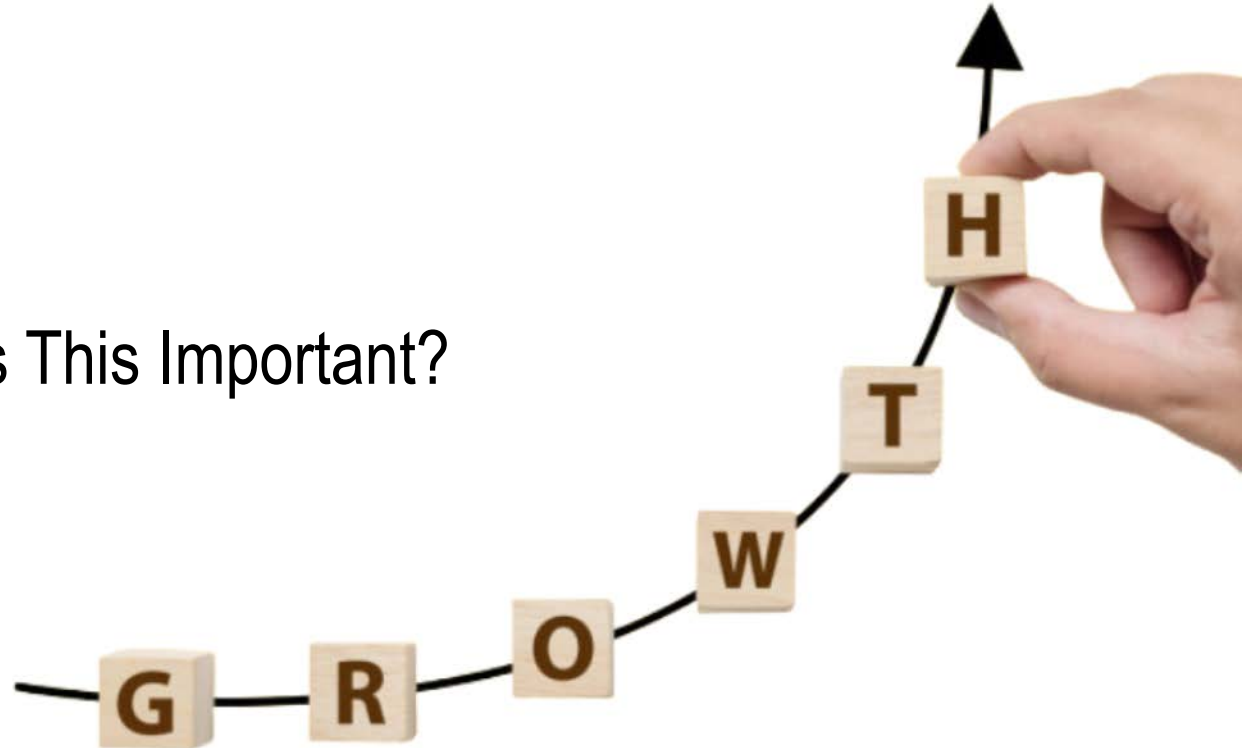
Building a Culture of Engaged Leaders



Leadership



- Teaching
- Multiply and Replicate
- Requires Discipline
- Growth Happens - Why Is This Important?
 - For You
 - For Others



Leadership Development



		VISION	
		YES	NO
ENGAGEMENT	YES	CREW	PIRATE
	NO	PASSANGER	STOWAWAY

Why are YOU here?



Why is growth important



- It is important to you
- It is important to others
 - It enables you to serve others.
 - Give to others

Why are YOU here?



You are important.
We are important.
We put roofs on homes.
We protect peoples' lives.
We protect everything they own.
We protect everything they love.



BEST  **of**
SUCCESS