

Nine Steps to Building a Thriving Organization in Disruptive Times



Is your organization people ready to make the necessary transition from the age of information to the age of innovation?

Can you create not only a learning organization but a living organization where adaptive communication, management, and leadership thrive?

Here are nine simple, but powerful

steps:

- 1. Be a promise manager and leader.** Use every opportunity to model promise management and leadership. Build the DNA of all successful relationships, trust. Do what you say, come through with the promises you make.
- 2. Find the DNA of success.** Get coached so that you can not only build but sustain the high emotional intelligence edge, life, leadership, communication and whole brain thinking strengths that are the new currency of success.
- 3. Fail Forward.** The only way to build and sustain success in an environment of constant change, challenge, competition is to learn to fail forward. Develop a new perspective on change, challenges, competition and failures that is relentlessly solution focused.
- 4. Get out of the comfort zone** on a daily basis. There is nothing comfortable about the era in which we are living and leading. Learn to embrace and use moments that take you out of your comfort zone as opportunities to stretch, grow, learn and succeed.
- 5. Cultivate humour, optimism, and resiliency,** while retaining a realistic perspective. Take time each day for a good laugh. Brain science tells us that laughter not only connects you with others but it also helps strengthen the immune system, creativity, and enhanced ideation.
- 6. Nurture and build collective intelligence;** develop vertical and horizontal communication. Success is not achieved alone. Your people are your most important asset.
- 7. Build your diversity quotient.** A global marketplace, a war for talent, and a diverse workforce all demand a new perspective that will allow you to understand and successfully negotiate the cultural and ethnic differences that can deride

communication, effectiveness, engagement, action-ability, and results.

8. Don't react-respond. Build your adaptive management and leadership skills because the era of command and control leadership is passé. Adaptive management and leadership mean keeping an eagle eye on your goals and objectives, values and vision while also building an emotionally intelligent, adaptive leadership and management style that is responsive and not reactive.

9. Positively adapt and model changes in your management and leadership style. Send the message loud and clear that positive change is where it is at. Encourage learning, growth, collaboration, and action!



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