

PHL|HP Consulting Group

Building & Sustaining High Performing Organizations



A Message From Dr. Philip Levy, Founder & President

TIPS

Know and believe in your own mission and live the corporate culture.

Be mindful of an ever-changing environment and willing to reinvent yourself and your company.

Transfer your knowledge and skill set to others who will carry on the mission.

Help others every chance you get: be a mentor, role model, and cheerleader.

Be available, visible, and approachable.

Strive for passion and skill- an unbeatable combination.

Pursue and reward excellence.

Be a role model.

Continue your own professional development and invest in future leaders.

Empower, involve and listen to all stakeholders.

TRY IT, YOU WILL FIND IT WORKS!

“The Secrets to Sustainable Success”

Recently, I was addressing the staff of one of my clients that is growing by leaps and bounds and experiencing great success, but also some growing pains. My charge was to “inspire the staff so that they will continue to feel motivated and enthusiastic and keep the company growing”.

This made me think---why is this company experiencing so much success when so many other good companies are struggling in what remains a very challenging economic environment?

What is undeniable is the dynamism of the leader of the company and his belief in the quality of the product, the importance of the staff, and the power of forging relationships and mutually beneficial partnerships.

On a daily basis, he conveys his passion for, and commitment to the company and its stakeholders by bringing together staff, recognizing and celebrating their and the company’s achievements, and by establishing high, but achievable goals.

But this is just the beginning. There is an inexorable commitment to competing for every bit of available business and to performing at the highest level so as to over perform and satisfy the customer.

There is an investment in staff development at all levels and to the creation of “future leaders” through the development of mentoring programs and the introduction of proven leaders from outside of the company as trainers.

This is consistent with my management philosophy:

- Have a clear and consistent message about your mission, values and principles.
- Make sure all staff from the receptionist to the mailroom to the executive suite are on board and reflect the guiding principles of your organization through their actions. Post your mission in public areas and on your website, review it at a staff meeting, make it a key part of the orientation of new staff.
- Build high performing, committed teams throughout the organization through dynamic and passionate leaders who live the corporate culture and transfer it to other leaders at all levels of the company.
- Create a Mentoring Program in which Executives serve as mentors to protégés who are identified as potential future leaders.
- Create a sense of ownership by empowering staff and letting them know you value and respect them.
- Maintain a connection between ownership and staff at all levels.
- Meet with your management team regularly. Listen to their concerns and share with them your ideas for the future of the organization. Practice “Participatory Management”. Have regular meetings and celebrations with staff that incorporate staff recognition programs.

My next thought was why are so many seemingly high performing companies having such great difficulty sustaining their success?

The biggest challenge for these companies is:

- Complacency: losing the hunger to succeed and believing they have achieved success and can ride the wave.
- Forgetting their mission and what made them a great company.
- Leaders who believe the company is built solely on their ability and don’t give credit to their team.
- Leaders who fail to invest in the professional development of their staff and do not build leadership for the future.

In closing, my thoughts for how to sustain your current success:

- Know and believe in your own mission and live the Corporate Culture.
- Be mindful of an ever-changing environment and willing to reinvent yourself and your company.
- Transfer your knowledge and skill set to others who will carry on the mission.
- Help others every chance you get: be a mentor, role model, and cheerleader.
- Be available, visible, and approachable.
- Strive for passion and skill---an unbeatable combination.
- Pursue and reward excellence.
- Be a role model. Continue your own professional development and invest in future leaders.
- Empower, involve and listen to all stakeholders.

Success is sustainable, when leadership is dedicated to and skilled at it. Celebrate the moment and reimagine the future!

To create a corporate culture which brings this proven management philosophy to life or to receive other support

CONTACT:



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Know someone in need of consulting?
Forward this email to them!

Suggestions? We want to hear from you!

VISIT OUR WEBSITE AT

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