

# PHL|HP CONSULTING GROUP

Building and Sustaining High Performing Companies



A Message from  
Dr. Philip Levy  
Founder and President

I read an interesting article in The New York Times, entitled "Talking About Failure Is Crucial For Growth" which is thought provoking and consistent with much of what we have discussed.

Failure is an essential component of growth and progress, but there isn't one type of failure, nor should all failure be viewed through the same lens. There is avoidable failure and unavoidable failure. There is necessary failure and unnecessary failure. There is failure due to a lack of process, lack of oversight, lack of reasonable thought, or failure resulting from unexpected and unforeseeable changes in the environment.

The one incontrovertible fact is that **failure must not be ignored, denied, or hidden, rather discussed and learned from.** This is often referred to as "failing forward" and is framed within the context of failing being an opportunity for increased knowledge and growth. Failure is a necessary part of risk taking, organizational growth, and innovation, but how we approach failure will determine if it is deleterious to the company or permits resiliency, increased engagement, and professional and organizational growth.

For failure to be a positive learning experience there must be trust and an absence of fear when being honest. This an essential part of a corporate culture and the responsibility of leaders to establish through their words and behaviors.

To maintain a truly innovative, enthusiastic, cutting edge company, strategic risk taking must be encouraged and this will only occur when failure is viewed as a collaborative, forward thinking process that can be shared comfortably between leaders, supervisors, and employees.

Establishing an **Outward Mindset** will increase the likelihood of failure being part of a positive learning experience.

Best,  
Phil

PHL HP Consulting Group looks forward to supporting our clients and partners in building and sustaining enduring **organizational excellence and transformative leadership.**

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