

MAGEE

Understanding Your Organizational Health Blueprint

5 Factors to Organizational & Personal Success!

The stark reality of building an organization to greatness and sustaining that greatness is like building any great structure, it starts with a proven blueprint. McKinsey and Company, Deloitte, Association Talent Development (formerly ASTD) and Society of Human Resource Management (SHRM) have conducted countless survey that have touched hundreds-of-thousands of professionals in understanding best practices of leadership that works. All reinforce what the other has found, and that success trajectories are born from models of excellence. The same is true to crafting the trajectory to personal achievement and sustained success, it starts with a proven blueprint.

What I have found from years of academic exercise and from decades as a practitioner of the implementation of business success at every level organizationally, is that there are five distinct factors to the blueprint trajectory of building an organization, sustaining its relevance, ensuring its' market existence and accelerating its' trajectory towards thriving dominance (watch "On The RED CARPET" YouTube Video: youtu.be/9xVGtzkxzXU). If these five factors are understood, embraced and implemented then achievement is the only destination one can experience. I have also found that two critical factors not adhered to will impede organizational and individual success and can also lead to complete implosion.

Whether working with a start-up entrepreneurial individual or entrepreneurial-business or the implications with an existing billion dollar entity, this blueprint has been validated. It begins with the key stakehold-

ers within an organization only, as they either validate the five factors or revalidate the five factors if it is an existing entity. The same blueprint holds true for an individual's trajectory for success and the attainment to their aspirations.

Think of these five factors as five interlinked sequential words:

- *Strategy/Strategic Intent*
- *Operational Administrative Implications*
- *Tactical/Behavior Implementations*
- *Disciplined Execution*
- *Accountability Expectation.*



Factor One

Strategy/Strategic Intent is driven from and must be consistent with the foundational VALUES of the key stakeholder(s) or organization. Strategy borne from the Values that key-stakeholders or organization operates from, drives the Vision and trajectory individuals are willing to commit to and execute. It illuminates everything one is willing to commit to, believe in, tolerate and conversely what one will not commit to, believe in or tolerate.

This Strategic Intent or Strategy drives from a macro level everything that comes next. It serves as a starting point and check-point to benchmark everything you do next and ensures that what you do next is in alignment with the Strategic Intent or not.

Factor Two

Operational Administrative Implications speaks to the sequential needs, systems, procedures, processes, technology, protocols, SOPS, etc., that must be designed, understood, embraced, implemented, and utilized to execute the Strategic Intent/Strategy. As you evaluate the organizational realities, resources, abilities, capabilities, human capital, and resolve for implementation the operational needs will become apparent. The skill and training pipeline needs will be apparent. The rhythm can be set and calibrated against existing best practice doctrine to exceed goals and needs.

Factor Three

Tactical/Behavior Implementation, address the actual human capital and technology execution standards. It drives the actual behaviors to performance expectations, how these are monitored, measured, calibrated, feedback provided, standards adhered to and best practices to exceed expectations under budget and above quality expectations. Very



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specific “Key Performance Indicators” (KPIs) are set here, as are utilized in setting Strategy and Operational components to ensure you are on trajectory success at all times. This factor requires the competency capacity be held up to ensure the people talent have the knowledge, training, access to resources, authority, and power to execute at best-in-industry standards at all times.

While these three are the initial blueprint foundational requirements for success, I have also found that the following two factors are critical and if not adhered to by the organization, reinforced constructively by culture, and embraced individually as a personal “code-of-ethics” these will impede success and can also lead to complete implosion.

Factor Four

Discipline Execution, speaks simply to the adherence to doing what must be done at the time it must be done mentality, no excuses or blame for low performance! This involves the capacity, willingness, work ethic, sense of urgency to execute at above expectations to ones’ responsibilities, assume ownership to exceed position-job expectations and

the organizations needs to exceed the expectations and needs of ones’ constituents.

Factor Five

Accountability Expectation, starts with a self-imposed code to ensure that what one does is done and is done at above expectations every time, that simple! This also requires that as appropriate Operational system wide KPIs to ensure standards of performance are executed in the most cost-effective, ethical-effective, legal-effective manner possible. The ability to include individual, peer-to-peer, and constituent (customer) feedback loops

to validate successful execution is welcomed and not facilitated or seen as a micro-management mechanism.

If you have read this far, then here is the most important variable to the entire model – it is your VALUES that serve as the catalyst to the entire five factor sequence. It is your values that drive the Vision one holds and serves as the baseline for your Position Statement personally or Mission Statement organizationally. When your Values and others are in alignment the trajectory acceleration is limitless and when Values are out of alignment, then situational, limited effectiveness will be the reality.

When success does not actualize, reverse analysis to these five factors will reveal the precise trajectory implosion point or points.

In implementing these five factors within an organization or from a personal level, these five factors should be respectful of ones’ history (not naive), and be reflective of the Key Performance Indicators (KPIs) necessary to ensure that the Immediate, Intermediate, Long Term needs (goals, objectives) are being met to remain relevant for both today and tomorrow!

