

## Enabling Your Cultural Vision for High Performance

Does your organization have the culture needed to drive your vision for high performance? Many executives think that culture is a vague and ambiguous term. It is not when it comes to organizational performance. Worse, they believe culture will right itself. Culture defines the attitudes, behaviors, habits, and disciplines for how things get done in your organization. Ultimately culture determines you and your organization's success. Reflect on the following questions to get a sense of your organization's culture.

If you would like to discuss your answers or have concerns, please contact Mary Patry anytime at [mary.patry@iteffectivity.com](mailto:mary.patry@iteffectivity.com) or 480-393-0722.

What one word best describes your culture (e.g., bureaucratic, entrepreneurial, competitive, collaborative, individualistic)?

What are the key habits that you see in your organization that lead to great performance?

What are the key habits that you see in your organization that lead to performance that is below your expectations?

How well does your executive team model the part of your culture that you like best?

### ADDITIONAL INFORMATION:

ITeffectivity LLC was founded in 2013 with the mission of bringing order to the ever-changing world of the IT leader. Since then we have advised over 70 leaders as well as conducted over 20 major consulting assignments on behalf of Fortune 100 firms to small non-profits. Interested in learning how we might assist you? Please email [mary.patry@iteffectivity.com](mailto:mary.patry@iteffectivity.com) or call 480.393.0722 to discover the possibilities.

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How well does your executive team model the part of your culture that you like least? What behaviors need to change?

When it comes to your organization's culture, what are you tolerating that is hurting performance?

Describe your cultural vision – what is the largest gap between current state and vision state?

What is your commitment to creating the best possible culture for your organization?

What barriers, if any, gets in the way of your commitment to building your cultural vision?

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