



## Strategic Leadership and Organizational Social Systems Transformation

**Leadership: Lead, Understand, Grow, Equip, Respect!**

Sequential Synopsis of *Organizabonding*© *Cultureal*©: Professional Development and Outcomes.

### A. Self-Awareness Skill Sets: (Individual Outcomes Self-Knowledge)

1. Each participant will complete and receive feedback on a Myers Briggs Type Instrument.
2. Each participant will receive one training manual as a reference guide in understanding themselves better
3. Staff will complete an individualized reflexive practicum of self.

### B. Synergy Skill Sets: (Teamwork)

1. Staff will be equipped to see the panoramic picture framework for seeing interrelationships rather than things, for seeing patterns of change rather than “snapshots” of moments.
2. Each staff member will receive one training manual as a reference in understanding self in relation to other members of the team.
3. Staff will have an improved understanding of human behavior in the work place
4. Staff will know the function of intrinsic and extrinsic motivation in an interactive-intensive human services context
5. Participants will appreciate organizational core values and team norms.

### C. Upon completion of the training: (Collective Outcomes)

1. Staff will have a clearer understanding of systems, culture, society and its interactions.
2. Staff will have access to skill sets to improve professional interpersonal relations between administration and staff, staff and staff and staff and service population.
3. Staff will be better able to serve the needs of children by delivering on the agency needs and goals thus improving the learning environment as well as improve the quality of life of all.
4. Staff will clarify and understand their roles, tasks and responsibilities as well as that of all other team members thus reducing conflict, frustration and improving productivity.
5. A live shared organizational vision and mission will emerge.
6. Staff will renew their commitment and contract with the agency.

### D. Advisory

1. It is strongly advised that the agency collect pre-and posttest data or anecdotal evidence of any of the following:
  - 1.1. Lost work hours through absenteeism, sick, awol, etc,
  - 1.2. Litigation and or time spent with conflict resolution
  - 1.3. Time and resources spent on maintenance (Performance Standards)
  - 1.4. Past staff turnover trends
  - 1.5. Willful damage to property
  - 1.6. Lack of ownership
  - 1.7. Organizational pride, image and branding.
  - 1.8. Unchecked differences that lead to interpersonal conflict and a drop in productivity.