



HPO TIPS

We know that the key ingredient to High Performance in your organization is employee engagement. We also know from Gallop's and HueLifes' significant research on engagement that two elements drive engagement and cultural shift. First, engagement/cultural shift strategies are unique to your organization which require the whole organization to be involved. Second, the best intentions will lead to thriving results or another flavor of the month because of conversations and communications.



The **KEY ELEMENTS** for your High Performing Organization and Engagement efforts should include:

1

Know your starting point.

Establishing a baseline understanding the health of the organization and identifying employee needs. This is typically done with a well thought out survey, followed by focus groups.

2

Create a compelling vision.

Create a consensus vision of what High Performance and Engagement will look and feel like using the whole organization. Everyone must have the opportunity to contribute to the vision. This must be fully embraced by leaders, or it will end up worse than when you started.

3

Plan and tweak.

Don't stop with a vision; develop a careful rollout of changes that will build toward the vision. Understand what isn't working and fail fast.

4

Make it local.

If you have a large organization, give control to departments, divisions, and workgroups. Let them decide the best way to organize their groups.

5

Become expert communication conveners.

Today, everyone that leads another person or group must understand how to communicate and lead conversations. It is essential to start with the aim of the conversation so those involved understand if they are simply being informed or have an opportunity to change the result. The people in your organization need to be informed what changes are coming, given an opportunity to discuss how this will impact them, and to discover the best ways for their teams to implement.

6

Develop your leaders and manager.

Develop individuals and teams and equip them with the tools needed to work the plan and build the culture. Do not expect accountability and performance without the proper guidance on how to lead with a High Performance, Engagement mindset.