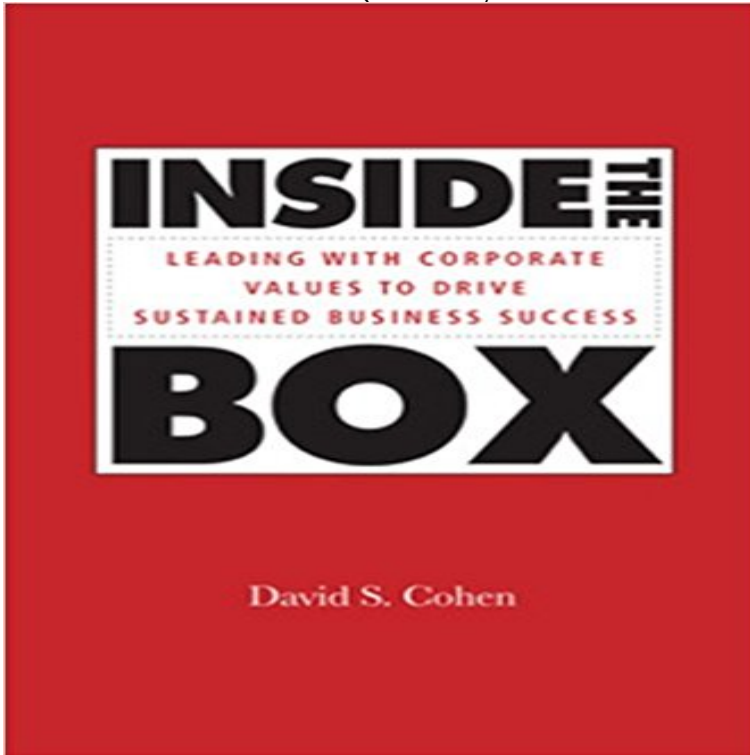


## Inside the Box: Leading With Corporate Values to Drive Sustained Business Success (Jossey-Bass Leadership Series - Canada)



How to turn company values into competitive advantage We are inclined, for whatever reason, to treat values like works of art. We view them as nice to hang on the wall, and beautiful to look at, but we don't act as though they truly mean much to us in the real world. In fact, the opposite is true. The best organizations understand their values, articulate them clearly, and hold them higher than any short-term concerns or short-cut methods. This does not put these companies at a competitive disadvantage. It is the source of their competitive advantage. If there's no clarity at the top about what values really mean, then there's no consistency at the management level or further down the organization. This means that there's no way to measure, coach, assess, promote or fire people in line with those values. Any organization that does not articulate its values concretely functions like a modern Tower of Babel. No one can be quite sure that they are speaking the same language at different levels or different locations within the organization. Decisions don't always make sense or feel right. Confusion reigns. No matter how compelling and inspirational the organization's vision may be, its aspirations fall far short in reality. Values are about achieving results in a way that is consistent with what an organization stands for. They provide a direct connection between the CEO, the factory worker and everyone in between; and form the basis of the organization's brand as understood by employees, customers, suppliers and even shareholders. When the work is done right, values provide an organizing principle, a directional compass that helps organizations succeed; they become a source of energy for an organization's vision, strategy and day-to-day efforts. Vision, strategy, market share, reputation and profits are all very important but having a clear and consistent set of values is far more critical in

predicting whether an organization will continue to succeed and grow as its people, markets, competitive landscape and technology change. People must make their contributions to an organization willingly and independently to bring passion, commitment, creativity and energy to a job. But they will do so only so long as they believe that what they are doing is authentic and meaningful, and is part of a code of commitment shared by the organization as a whole. Inside the Box focuses on values in a clear and practical way to understand what they are, where they come from and how they are transmitted from employee generation to generation. Inside the Box provides a roadmap for any leader or manager on how to identify the values that make an organization, department, team, or individual unique. It also shows how to measure whether an organization or individual is operating according to those values, and how managers can use values as the basis for all of their people decisions and drive superior performance as a result.

Call My Journey...LifeSports, movies, family, kids, marriage, health, lifeWednesday, November 28, 2012Quick updateThe last time I posted a lot has changed. So for a quick update, my husband got a new job. As soon as we got an offer on our house we accepted we accepted it. We found a house to live in and put an offer on the table and after a little negotiation we came to an acceptable and agreeable offer. After a very painful moving process, which lasted 33 days after the original closing date we finally closed. I quit my part time teaching job. Now I get to stay at home with Roarie and substitute teach every now and then. Posted by Mrs. Stacie Christner at 8:13 AM Reactions: 75 comments: Friday, April 27, 2012Education CutsOne of the most important things in life is to have a good education. Teaching is the only occupation that shapes our country. We teachers touch every life from the farmer to the lawyer, to the CEO of some big company. Granted you may not use everything that learn in the classroom but the structure, respect, responsibility, social skills and time management are life skills that are used everyday. The frustrating thing about being a teacher is the lack of money put into education. I am not complaining about how much money I make because teachers do not go into teaching. What I am complaining about is teachers getting cut, class sizes are getting bigger, and yet we still get the same pay. The schools who have the money have the money get the technology and the good test scores. The better the test scores the more money you get. So if you a poor school you don't get the technology and yet you don't get any money for the low test scores. So the rich get richer and the poor get poor. Needless to say, I have gotten word from the school superintendent that my special education position is being cut. I am still going to have a teaching job being a part time American History teacher. Which I am glad that I am getting into the general education setting and that I get to be a part time stay-at-home mom but at the same time I wish I had a full time, paying job. Posted by Mrs. Stacie Christner at 7:39 PM Reactions: 24 comments: Sunday, April 15, 2012Manners Meal Every year, the Colfax-Mingo Middle School does what they call manners meal. Grades six through eight take a field trip to a designed location and practice using good dining manners. So on Friday, April 13, 2012, we went some where local, the Colfax Historical Building for our dining. Before we go to on our trip the staff reviews what it is to have good manners. There are so many manners to cover and sometime we just assume that it will happen but it doesn't. Here are a few manners that we covered: Appearance- The students were to Shower, which as middle school students it is a challenge for some, and use

soapFix hair up niceWear dress clothes- dresses, dress pants, dress shirtWear minimal make-upWear minimal perfume or cologneTable Setting-Silverware start on the outside and work your way in and the fork at the top of plate is the desert forkThe drink is off to your leftWaiting for others-Wait for everyone to arrive to your table before seating yourselfWait for everyone to get their food before you begin eatingTable Talk-Speak softly to the people at your tableDo not interruptDo not talk about bodily functions (farts, pooping, etc.)Say "Please", "Thank you.", "You're welcome." , "Pardon me" Some things we took for granted and expected the students to know were:Keep elbows off the tableKeep elbows as close to your sides as possible when eatingKeep hands to your self (which is hard to do for middle school students)Listen to speaker (which is hard to do in the classroom too)Pass dinner rolls and salad dressing all around the tablePosted by Mrs. Stacie Christner at 4:57 PM Reactions: 18 comments: Labels: education, Teacher AdviceMonday, April 9, 2012Roarie Meets her CousinsRoarie is 7 weeks old and finally got to meet half of her cousins yesterday at Easter. 18 comments: Labels: personalOlder Posts HomeSubscribe to: Posts (Atom) About MeMrs. Stacie ChristnerI am a second year Special Education teacher at Colfax-Mingo Middle school. I got married in July of 2010 to the love of my life. We have a morkie dog (maltese/yokie mix), Laila. I do a lot of online shopping and would like to tell you about great deals that I find.View my complete profileLabelsAmerican History 1600's (3)Blog Review (20)Development in the Colonies (4)education (14)gifts (3)health (10)Lesson Plan (20)make money (3)movies (3)news (8)personal (323)pets (1)Product Review (3)Review Game (3)Revolutionary War (14)Roarie cuddling with mommy. (1)sports (31)Teacher Advice (2) SearchGoogleCustom SearchGreat Websites to ShopAmazonEbayBLOGS I FOLLOWBlog Giveaways Free Listings of Online GiveawaysFollowers Blogging Buddies1 Million Love MessagesA Mom's Balancing ActApu's BlogBill and Vicky's BlogBillion Dollar BaloneyBuen AmigoCool MRI StuffDiet PulpitLifeLittle Life's LessonsMental PooSpeedcat HollydaleThe Break RoomThe Postcard CollectorTime to Eat MonTraci in the Swampinfo about online associates degreesBlog Archive¼ 2012 (15)¼ November (1)Quick update¼ April (6)¼ March (7)¼ February (1)¼ 2011 (8)¼ 2010 (72)¼ 2009 (82)¼ 2008 (168)¼ 2007 (260)¼ 2006 (25)AMAZON DEALSSimple template. Powered by Blogger.

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