# 3 WAYS

## TO DRAMATICALLY IMPROVE YOUR ORGANIZATION

Organizations that are sustainably successful do things differently to others. Their people produce more, stay longer and encourage others to join them.

### Invest in Leadership Development

Developing leadership skills at every level of your organization will greatly improve your effectiveness. Leaders influence the culture of your organization through what they pay attention to and the conversations they have.

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#### **Encourage Excellence**

Excellence is achieved through cooperation. High levels of cooperation throughout your organization has to be facilitated by deliberate leadership, partnerships and negotiation.

#### Create a Culture of Feedback

Feedback needs to occur in a climate of support and learning if it is to be a truly system changing process.

Feedback needs to occur up, down and sideways to create a open partnership between giver and receiver.