

Organizational Health

A woman leader's competitive advantage

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Our goals:



- Understand organizational health
- Outline special qualities that women bring to the task of leadership for organizational health
- Advance the new model of leadership
- Determine a personal development plan to lead

293 million*



*The number of results in Google for “effective women leaders”



With a partner...

- Who is the best leader you've ever worked for? What made them great?
- What did that person contribute to the success of the team and/or the organization?

**“Organizational
health trumps
everything else”**

Patrick Lencioni, The Advantage



What is organizational health?



- Colin Price, McKinsey and Co.:

“Organizational health is the capacity of the organization to compete not only today, but tomorrow”

- ***The ability to function effectively, to cope adequately, to change appropriately, and to grow from within***

Elements of organizational health:

- Degree of **organizational alignment**...Does the organization know where it's going, and are its people aligned about that direction?
- Capacity for **execution**...the ability to turn ideas into action. How much interference is there? How much complexity?
- Capacity for **renewal**...Does the organization support appropriate change, growth and renewal?

--Colin Price



What skills and behaviors support these elements?

Please discuss with a group and be ready to share

What does research tell us?



Alignment with strategic direction

- Women managers rank higher in **teamwork, inclusiveness, recognizing trends, driving for results, establishing stretch goals**

--Yukl, 2002, cited in Levy, P. (2010) *Industrial organizational psychology: Understanding the workplace* and Sherwin, Bob, "Why Women are More Effective Leaders than Men", *Business Insider*, 1/24/14

What does research tell us?



Capacity for **execution**

- Women managers rank higher in **motivation, organization, acting on new ideas, taking initiative**

What does research tell us?



Capacity for **renewal**

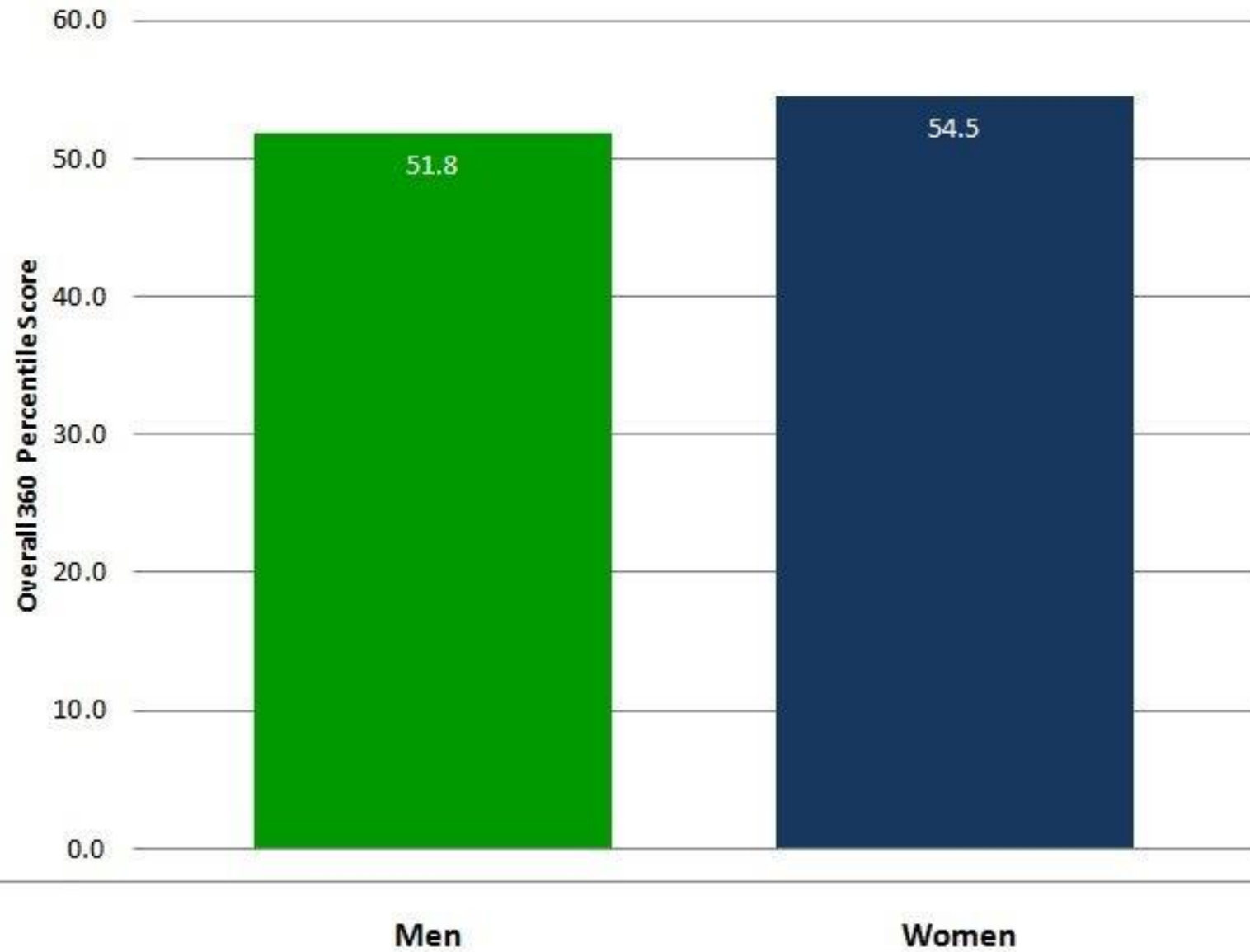
- Women managers score higher on **honesty, compassion, inspiring others, practicing self-development, developing others, and championing change**

The result?

Women are well-positioned
to lead organizational
health



Overall Leadership Effectiveness



What does it
take?



Four Disciplines

Build a Cohesive Leadership Team



Create Clarity



Overcommunicate Clarity





Reinforce Clarity

What are we not so good at?

Women rate as less skilled than men at...

- Innovation
- Technical or Professional Expertise
- Developing Strategic Perspective
- Being Decisive

What's your game plan?



- With a partner, discuss what you feel are your strengths and areas for development when it comes to competencies for organizational health

Fortune magazine's
2016 list of The
World's Greatest
Leaders...

What do they
have in
common?



“They’re playing a leading role in making the world a better place...

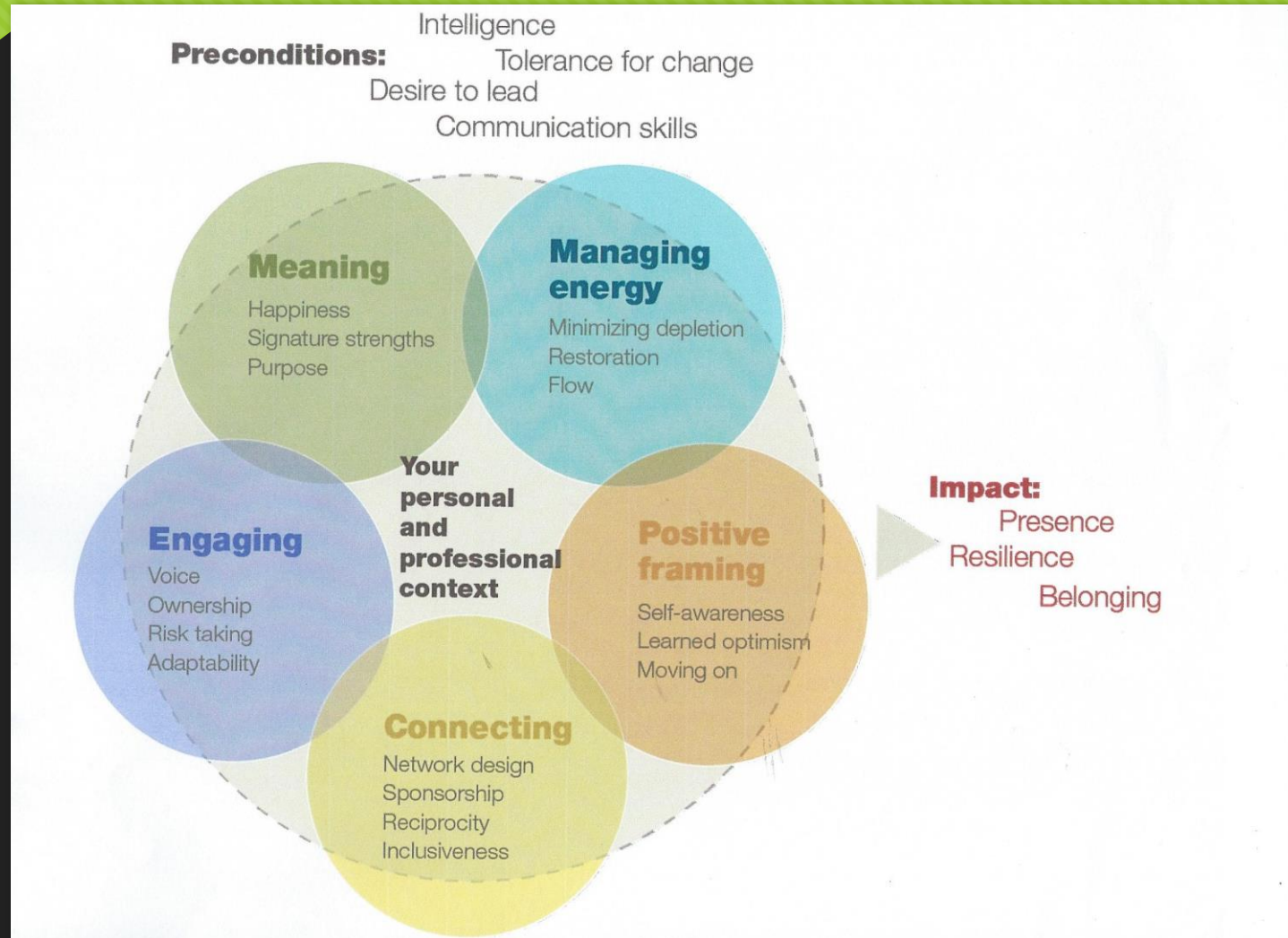
...and inspiring others to do the same.”

Geoff Colvin, Fortune.com

The 15 women on the list...

Are adept at influencing a wide range of people over whom they have no direct authority

Centered Leadership - McKinsey & Co.



What is Centered Leadership?

“...having a well of physical, intellectual, emotional and spiritual strength that drives personal achievement and, in turn, inspires others to follow.”

Joanna Barsh, Susie Cranston, and Rebecca Craske, McKinsey and Co. 2008

meaning



managing energy



positive framing



**KEEP
CALM
AND
STAY
POSITIVE**

connecting



engaging

CHANGE BRINGS
OPPORTUNITY.
-NIDO QUBEIN

Photo by: Duncan Harris



How will you apply Centered Leadership to your journey?

What three commitments will you make as a result of this information?

Questions?

Thank you!

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