



Executive Commute with Jayson Krause

Season 2 Episode 19 Resource

How to Engineer Your Organizational Culture for High Performance

Bottom line:

Leaders are gatekeepers of culture.

Key takeaways:

- You as a leader must be the gatekeeper for what you let on your island and what you let stay on your island when it comes to behaviour and guiding principles.
- If you aren't intentional about protecting what's important, your mission statement and values will end up incongruent with the culture of your organization.
- High-performance leaders obsess with the little things that make a big difference. They obsess over the things that enhance and/or detract from the culture of the organization.

Questions for reflection or team discussion:

- Define your values.
- What is the current culture of your organization? Does it align with the mission statement and values of the organization?
- What culture do you want to see develop in the organization?
- Bookending
 - Define what IS. Your expectations. What would you want to see? What would excite you?
 - Define what ISN'T. What would disappoint you?

Resources mentioned:

[Executive Commute Podcast - "Leadership Lesson on Assumption" Season 2 Episode 1](#)

After you've explored this, let us know how it went. Send questions to hello@level52.ca.