

Unleash the power of your dreams

“ The terms ‘**mission**’, ‘**vision**’ and ‘**values**’, invariably found on websites and posters pasted on the walls of offices, have become so ubiquitous that it appears that most organizations have established strong foundations with a sense of purpose, direction and underlying values. Unfortunately, for some, these would serve a limited purpose of creating a superficial positive first-impression, when the substance of the inherent culture ostensibly contradicts the form of such communication.

Our head of human resources had last week tweeted on **the role of personal interface (human to human or the H2H factor) between the leadership and other members of a team** and it would seem to me that it is this one single aspect, which can integrate a set of beliefs, ideologies, processes and attitudes held by members of a team with the overall purpose and strategies of an organization effectively.

Very often while interacting with entrepreneurs and leaders of organizations, I advise them to **go beyond the prescriptive articulation of their values and examine the practical challenges in making the same an inextricable and inherent part of their organization’s DNA**. This can be achieved through an understanding of the mindset and behavioural patterns of their team members with a collaborative approach in synchronous as well as asynchronous interactions. There is no better catalyst for systemic changes to combat a myriad of challenges, than meaningful, open and effective two way communication that must supplement the management’s efforts in walking the talk to demonstrate the tone at the top. At the same time, the initiatives and efforts of champions of change within an organization must be recognized - these are the face of a culture that promote a seamless flow of information and ideas and enhances engagement.

Summing up – move beyond the statements of your mission, vision, strategy and values to a zone where you constructively and proactively challenge these as well as the path to meeting your objectives, albeit with healthy scepticism. Reach out to your people and be open to critique. Sometimes the best ideas and feedback comes from people and places that you would least expect. The current business environment is unprecedented and so are the risks and opportunities before us. **Navigating through the current and emerging maze of uncertainties requires a progressive mindset with flexibility and downsizing of ego at leadership levels**. In this lies the mantra for gaining and sustaining competitive advantage; and the realization of your organization’s vision. ”

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