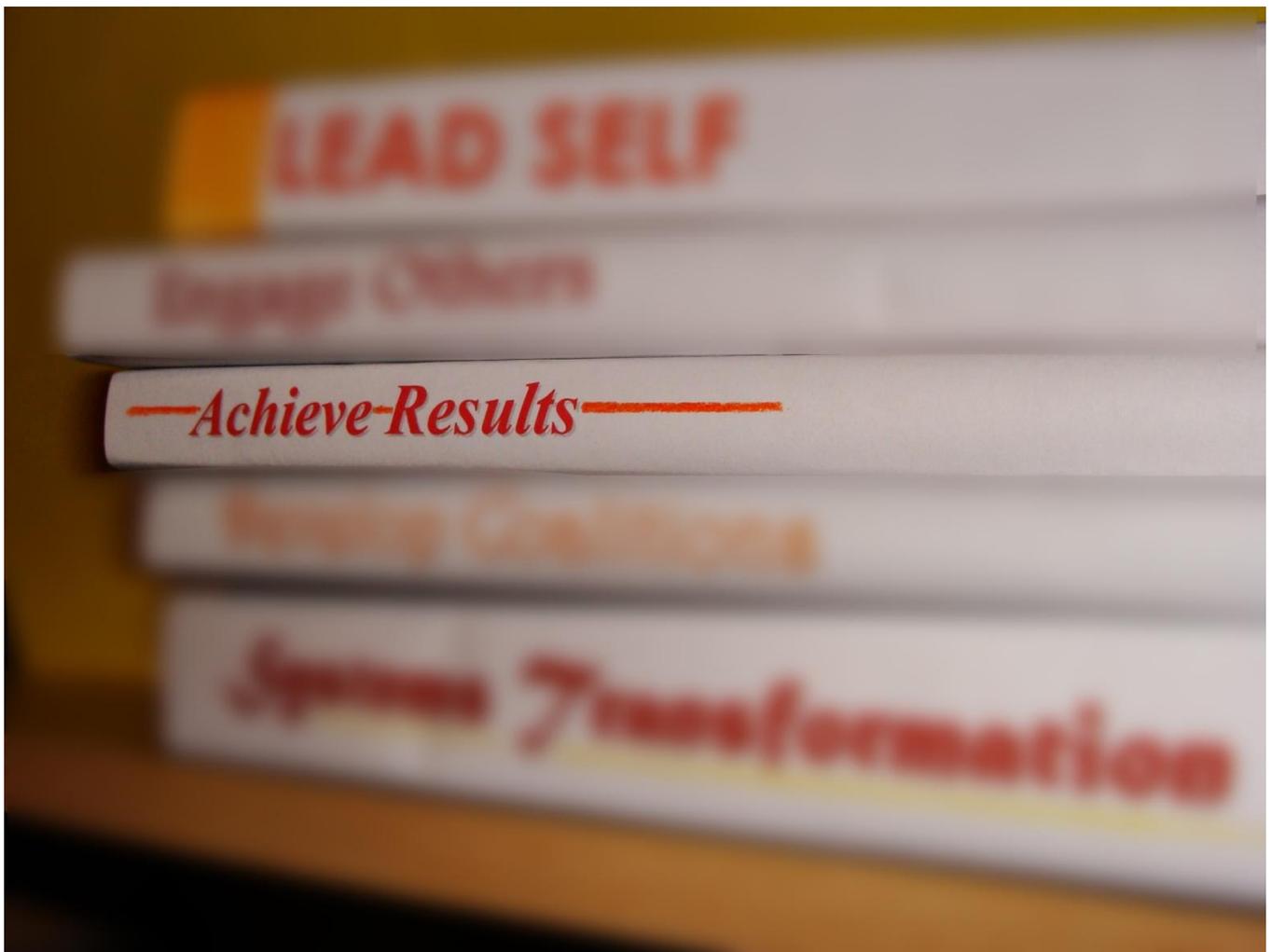


Achieve Results (Byte 10)

Strategically Align Decisions with Vision, Values and Evidence

The leader is able to ensure the integrity of the organization by utilizing the ability to see the bigger picture and implementing the skills to align shared visions, purposes and goals. This leadership ability keeps the organization balanced and working towards the moral purpose.



ACHIEVE RESULTS (Byte 10)

E-mail Question: Are we strategically creating an environment where people can do their best work?

Are you achieving extraordinary results in your organization? It has been said that a healthy society is one that has healthy systems and structures in place. Do we pay attention to systems and structures? And do we understand the impact on human performance and health as these systems and structures interact with one another? Haythorne and Laberge (2002) define the inner workplace architecture as the structure



that determines the degree of corporate or team energy and contends that this important structure is often minimized or overlooked. Using the metaphor of a rowboat they explain the components of both the inner and outer workplace. Within this analogy, the outer workplace (the hull, oars and skills and muscles of the rowers) is representative of the capital, structure, processes, systems and skills of an organization. In the

rowboat, the inner workplace is the state of mind of people at work and in the case of the rowers it focuses the energy so that the boat reaches its destination. The inner workplace determines an organization's level of spirit. The personal motivational aspects of alignment, synergy, growth and fulfillment are affected by the organization's direction, its interaction among people, its capacity for growth and its rewards. Both inner and outer workplaces are vital to a healthy organization. The Inner Workplace Inventory, a tool and reliable methodology for measuring organizational health, presupposes that great workplaces are those that address the needs of the whole person and consciously align the systems and structures.

INNER WORKPLACE

**Enhancing Results
Through People**

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