



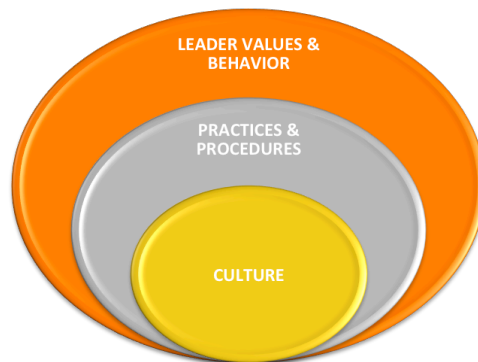
Leadership Practices

How Leaders Drive Culture and Performance

Every leader possesses their own values and beliefs which shape how they make decisions, why they make decisions they do, as well as, how they choose to behave everyday at work. This is called the shadow of leadership.

In any organization, leaders “cast a collective shadow” that influences the way employees behave.

The most important shadows come from teams at the top; specifically, those in positions of leadership and power. This is the key to understanding the shadow of leadership, as well as, the culture of any organization.



Effective leaders are aware of their shadows and ensure their actions match their message.

To shape any element of your culture, your teams need to model the desired behavior. The top teams must be seen by the organization as living the values and walking the talk. They must be in alignment.

When top teams are not in alignment there is distrust, lack of transparency, tension and lack of collaboration.

Business outcomes are a direct result of leadership practices. Every business outcome, such as client retention or growth, process improvement or employee engagement can be traced back to specific leadership practices and behaviors.

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