



Values-Based Leadership

Values and Culture

When I wrote [Your Personal Handbook for Success](#) I emphasized rule number 10, the importance of "living by a set of rules". With that particular rule, as I wrote in my previous newsletter, I delved into the significance of values and character, highlighting their role in guiding our actions when faced with challenges and making decisions.

Over the years, my focus has shifted toward exploring organizational values, culture, and character, leading me to some intriguing discoveries. Initially, I observed that despite many organizations professing to have "published" core values, a significant number are crafted solely by senior leadership. While this isn't inherently good or bad, what if employees had an active part in defining these core values? Similar to other leadership principles, it revolves around engagement and ownership, as people are more likely to embrace something they have a stake in. Whether it involves a small team or a large workforce of 5,000, it's feasible, albeit perhaps more time-consuming than a smaller team – yet achievable with a well-thought-out plan and process.



Additionally, I've come across instances where employees, including the leadership, are unaware of them or believe they are, "applicable to the but not to me". This poses a challenge. When discussing this with leaders, there is often a perception that core values are inherently known, ingrained, and common sense, requiring no reminders. However, the reality is different.

Why is constant reinforcement necessary? People possess conflicting values, varying interpretations, and are frequently confronted with moral dilemmas, ranging from global issues to local challenges. Unfortunately, values are often compromised, necessitating regular reminders.

For instance, numerous organizations cite "Respect" as a core value, yet inappropriate behaviors persist in the workplace from simply not respecting other co-worker's time, to exhibiting bad behavior during conflict. Even at home, parents may demand politeness from their children while exhibiting disrespectful behavior themselves. Gossip, rumors, and undermining behaviors are prevalent in the workplace. Therefore, having conversations and discussions about core values becomes crucial.

In the upcoming newsletters and blog posts, I will delve into the creation of a success-oriented culture, both personally and organizationally, grounded in values-based leadership. I will explore various personal and organizational core values and encourage discussions around them. Perhaps, you might be prompted to share your organization's core values and explain their importance in the success of your team, department, organization, or company. Engaging in these conversations could extend to your family, fostering happiness and understanding.

Look for this article on the [Leader Development Institute's](#) Facebook and LinkedIn pages and share your thoughts, opinions, and comments. Feel free to discuss a core value, and its significance in your team's success, and maybe share a story that illustrates its impact.

Be Extraordinary!

Anthony Tormey



Anthony Tormey, CEO
[Leader Development Institute](#) (LDi)

Would you like to talk about how Leader Development Institute can help you and your organization?

LET'S TALK!

Reach out to us at 1-888-VISIT-LDi (1-888-474-8534), or drop us an email at Solutions@LDiworld.com. [Click here](#) to view or download our informational one-pager to read more about LDi. **Let's embark on this journey of growth together!**

Successful people live by a set of closely followed rules and values, have you read LDi's Rules for Success? These rules will help you hone in on the best success practices that benefit you in all areas of your life, personal and professional. You can find LDi's Rules for Success [HERE](#).