

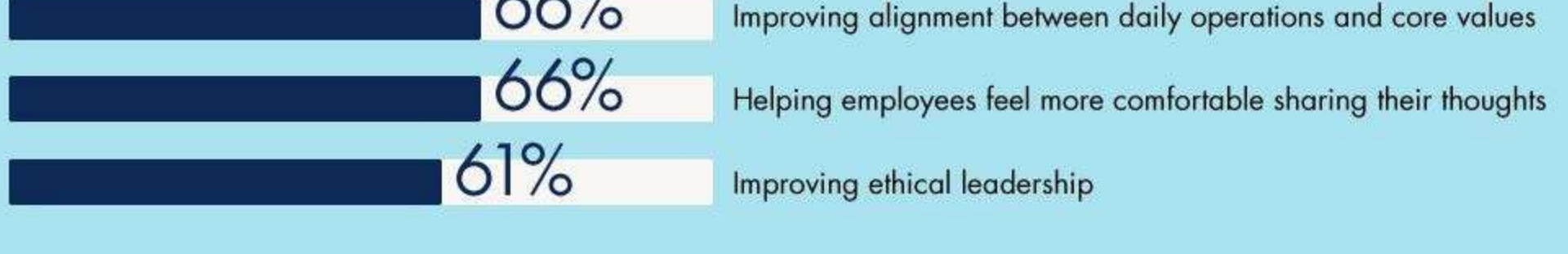
THE TOP CONTRIBUTORS to ORGANIZATIONAL DEVELOPMENT & CHANGE

It's no longer enough for a company to be good at what it does — in a quickly evolving marketplace, organizations must be capable of rapid change, all the while adhering to stricter ethical business practices at the demand of a more informed consumer base. But change requires strong and strategic leadership. Here are the top skills today's leaders need.

Companies Are Ready for Development & Growth

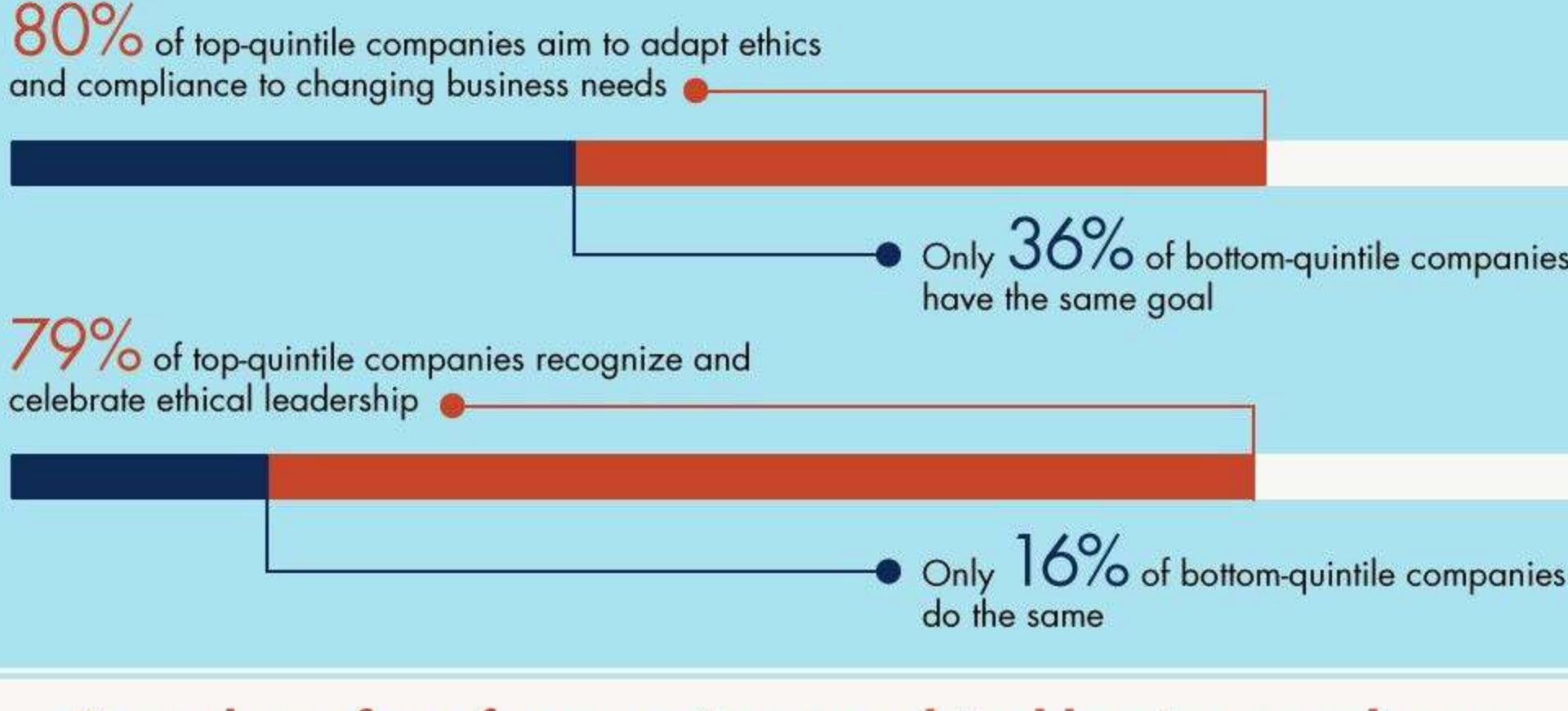


Top ethics and compliance program goals among companies in 2013:



Leadership Skill #1: Lead the Way in Ethics Initiatives

The most successful companies are well-acquainted with the ethical issues of their time.

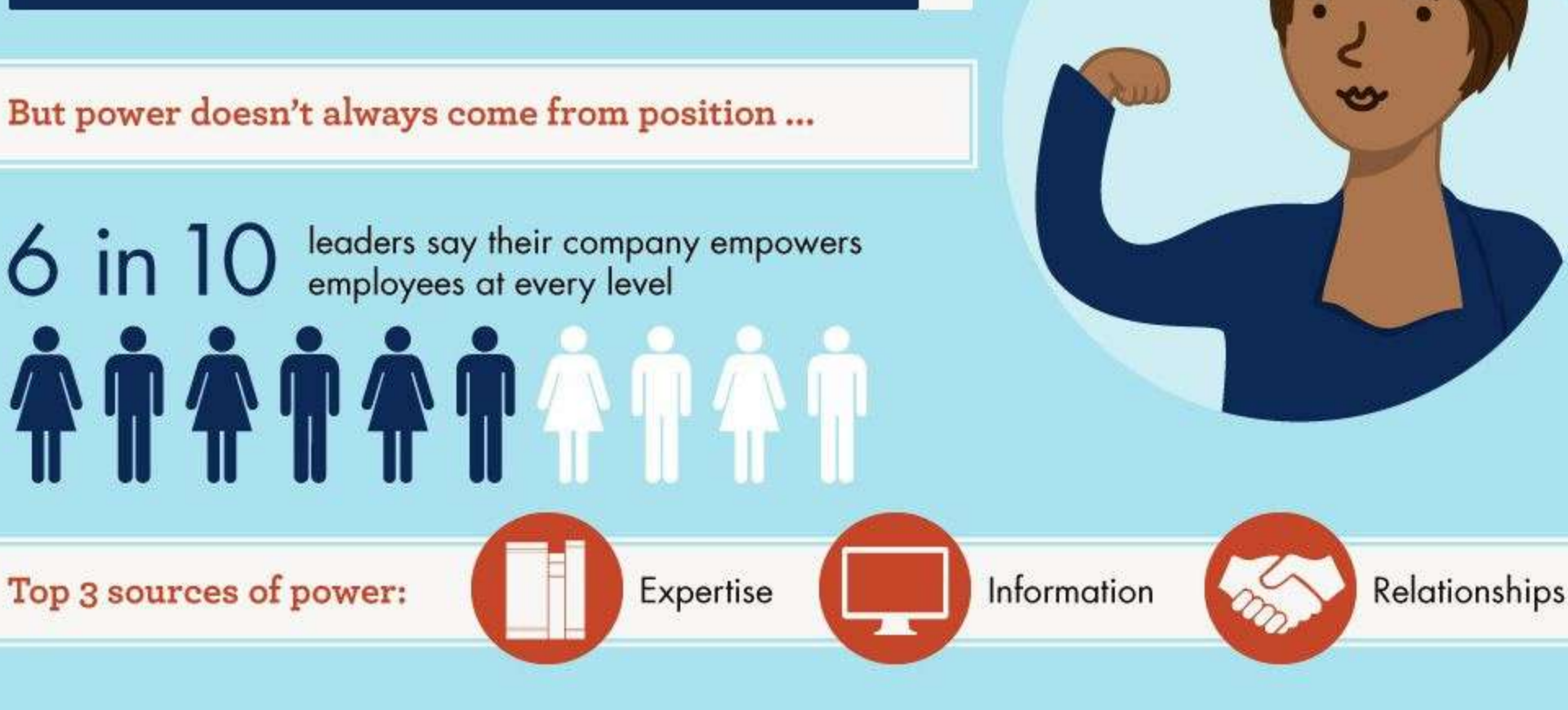


Top 3 benefits of promoting an ethical business culture:



Leadership Skill #2: Use Your Power Wisely

You don't have to be a top-level executive to be a leader.



In fact, formal authority isn't always the best way to empower leaders ...



Leadership Skill #3: Manage Crisis Effectively

Growing pains are natural with all forms of change. Good leaders can roll with the punches.

2 most in-demand capabilities needed for managing companies through the recent economic crisis, according to a survey released in 2009:

LEADERSHIP & DIRECTION

During periods of change, employees are open to new ideas from their leadership, as long as leaders provide positive support

Top 3 most important behaviors in corporate management:



Leadership Skill #4: Cultivate a Culture of Change

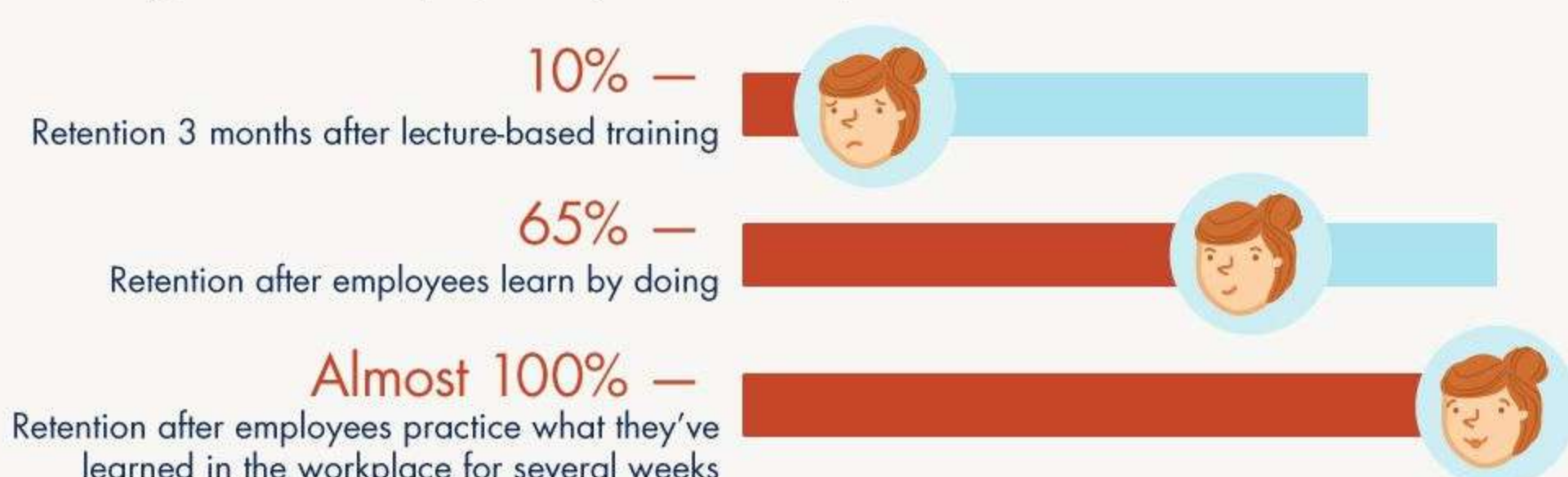
A strong leader provides incentive for change, which can often be difficult.

About 70% of change initiatives at businesses fail

#1 stumbling block for most change programs: Employee attitudes and management behavior, especially irrational behavior

HOW TO CULTIVATE SUCCESSFUL CHANGE PROGRAMS:

- Recognize that 80% of your workforce's motivators are different than your own.
- Listen to employee input. Involvement motivates their commitment to change.
- Don't be afraid to link compensation with expectations.
- Personally thank and/or reward employees — it makes a big difference.



SOURCES
http://www.in.com/sites/default/files/2013_ethics_compliance_leadership_survey_report.pdf
<http://www.ecpa.org/leadership-research/research-releases>
<http://www.mckinsey.com/insights/leadership/21st-century-leadership-through-the-crisis-and-after>
<http://www.perspectives.com/news-releases/decide-during-crisis-associative-leadership-is-key-to-successful-change>
<http://fbr.org/2009/05/creating-a-culture-of-change>
http://www.mckinsey.com/App_Media/Reports/Financial_Services/The_Inconvenient_Truth_About_Change_Management.pdf