

ACCELERATE RESULTS

People and Culture Strategies for CEOs and Executives

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This tipsheet provides eight strategic insights to guide you in refining your approach to leadership and team dynamics, ensuring your people strategies are perfectly aligned with your business objectives. Use this resource as a starting place when planning your people and culture strategy to help enhance engagement, drive performance, and accelerate results across your organization.

KEY PEOPLE STRATEGIES

1. VALUES

Define the culture needed for superior performance in critical success factors. Emphasize values like customer focus, innovation, and results orientation for streamlined strategy execution in high-growth companies.

2. STRATEGIC JOB FAMILIES

Identify key job families impacting strategy based on internal processes. Research suggests strategy success hinges on developing competencies within a small portion of the workforce.

3. LEADERSHIP DEVELOPMENT AND SUCCESSION PLANNING

The availability of qualified leaders at all levels to focus on strategy. Common leadership development approaches include programs in the areas of coaching, mentoring, executive coaching, and internal and external executive education programs.

4. PEOPLE MANAGEMENT

Recruitment, retention, promotions, transfers, outplacement, and training and development.

5. PERFORMANCE MANAGEMENT

Alignment of goals and incentives with the strategy.

6. INTERNAL COMMUNICATIONS AND INFORMATION SYSTEMS

Alignment of communication strategies and information systems to enable people strategies.

7. ORGANIZATION STRUCTURE AND ROLE CLARITY

Strategy drives structure and role clarity to ensure that all employees are strategically focused and to avoid role conflict.

8. TEAMWORK

Sharing of knowledge and eliminating functional silos and bureaucracy to enable the strategy.