CONTENT MODULE SUMMARY SHEET

Building a Culture – Part One Mindset and Behaviors

INTRODUCTION

Randy Pope is a Pastor, and President of "Life on Life Ministries." This non-profit focuses on Leadership Development — a subject Randy is well acquainted with after leading Perimeter Church, one of the most consistently growing churches in Atlanta. Randy has great wisdom to share with Iron Forums members through multiple subjects we can all learn from. In this series of interviews with Gary Smith and Randy Pope, we'll cover various subjects ranging from Kingdom-to-Culture and Faith-to-Focus that you can apply to your business and your life.

SCRIPTURE

Philippians 4:8-9, "Finally, brethren, whatever is true, whatever is honorable, whatever is right, whatever is pure, whatever is lovely, whatever is of good repute, if there is any excellence and if anything worthy of praise, dwell on these things. 9 The things you have learned and received and heard and seen in me, practice these things, and the God of peace will be with you."

Proverbs 23:7, "For as he thinks within himself, so he is."

CONTENT

Building a Culture

Culture is overarching for an organization. Randy defines it as: "What most of the people do most of the time." A culture can be healthy or unhealthy. Leadership is the predominant force or guide to developing a great culture.

A great organizational culture is the key to developing the traits necessary for business success. And you'll see its effects in your bottom line: companies with healthy cultures are 1.5 times more likely to experience revenue growth. It is estimated that 85 percent of organizations fail in transforming their cultures.

Organizational culture is the collection of values, expectations, and practices that guide and inform the actions of all team members. The collection of traits that make your company what it is. A great culture exemplifies positive traits that lead to improved performance, while a poor culture brings out qualities that slow growth.

Culture is not the goals or a mission statement, although both can help define it. Culture is not determined by programs or products. Culture is a created environment – how do we create it? It takes time. Culture is influenced by many elements. Culture is readily seen in the midst of crisis, challenges or seeking to grow.

Culture is created through 2 things: a mindset and consistent and authentic behaviors. Culture is more than leadership trying to be liked. It should be more than what do, what we put up with or tolerate. It will require certain mindsets and behaviors.

Developing the right "mindset and behaviors"

Randy talked about for his church that they wanted to – "make the bride of Christ to be the most beautiful as it can be." To do so they focused on being healthy rather than being successful.

To create this culture they asked the following questions of themselves.

What are we looking for?

What is the big win ?

What are we believing?

What are the mindsets we want?

What don't we want?

Where are we and what do we need to do to get there?

What are we expecting of our people (workers or volunteers)?

Randy talked about two specifics that were important – accountability and excellence.

Staff function more effectively with a mindset of accountability. It should not be too structured and legalistic, yet it could not be everyone doing what they want. True accountability helps everyone know what is expected of them. This expectation is not arbitrarily, but with the end in mind.

Excellence. Are we doing something we are proud of? Will this help people? People want to do something they are proud and can believe in

Overall Observations on Culture

1. Culture has to be defined.

2. Must be worked on and agreed upon.

3. The culture is developed by the leadership team and influenced by the heart of the leader.

4. You must have people weigh-in to gain buy-in.

5. Cultural standards can and will change over time.

6. There is great benefit to having a positive culture.

Clarity in your cultural standards will principles help in in hiring.

Culture helps in creating and maintaining alignment.

DISCUSSION QUESTIONS

1. Why is having a strong, healthy culture so important to an organization?

2. What are characteristics of a healthy and unhealthy organization?

3. What role does leadership play in establishing a healthy culture?

4. What role does having the right mindset play in a healthy organization?

5. What is the culture like in your organization?

6. What can you do to improve your culture?

APPLICATION

1. Model Godly character in all of your business dealings, decisions, and interactions.

2. Engage in your culture, community, and government. As a minimum, pray for your government officials.

   I urge, then, first of all, that petitions, prayers, intercession and thanksgiving be made for all people 2 for kings and all those in authority, that we may live peaceful and quiet lives in all godliness and holiness."
   — 1 Timothy 2:1-2

3. We face difficult days ahead. Be strong.

   If you falter in a time of trouble, how small is your strength!
   — Proverbs 10:24,