

Best of the Best

The role of leadership and culture in creating Canada's most successful organizations

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CEOs agree and research proves


Inspired cultures drive prosperity

Inspiring leaders drive inspired cultures

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This relationship is a significant "missing link" in leadership development and daily practices

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Be the change you want


- Gandhi

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Impact of ignoring the “missing link”


- Financial performance
- Stakeholder relations (Patient care)
- Brand integrity
- Quality
- Innovation and creativity
- Productivity
- Safety, well being, balance

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Impact of not “being the change”


- Undermine trust, relationship
- Ultimately, culture plays “follow the leader”
- Walk the talk is imperative

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What's ahead:

- New quantitative and qualitative research results
- Hot off the press health care experiences
- How to implement a culture of safety

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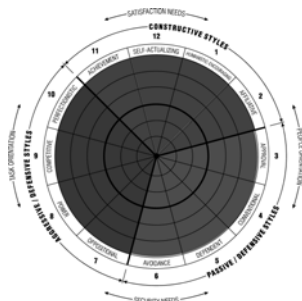
Context Setting:

- Who
- What
- Where
- Why
- How


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The Circumplex



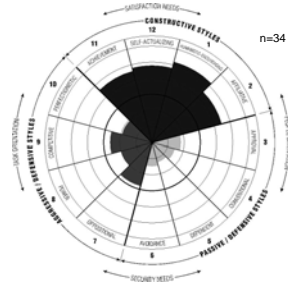
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Composite profile of inspiring visions

CEOs Ideal profile for culture



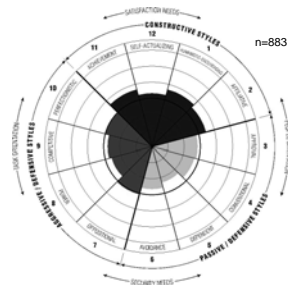
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Composite profile of inspired cultures

Employees' Current profile of day-to-day culture



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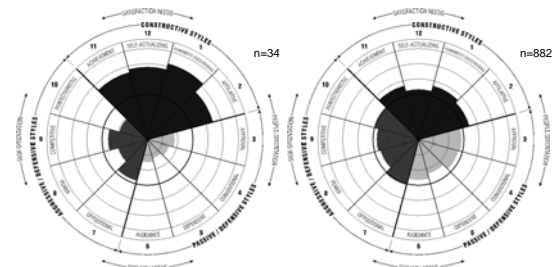
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Vision becoming reality

Ideal

Current

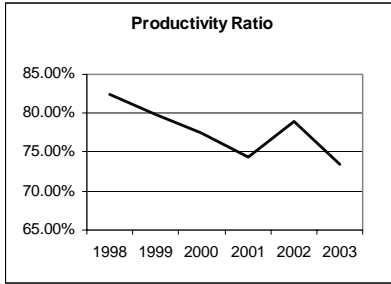


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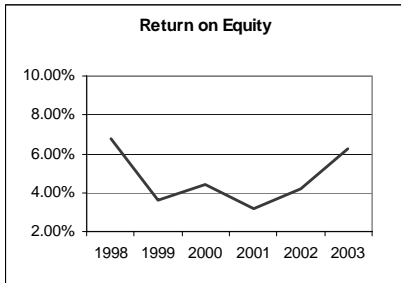
Co-operative Trust's Results



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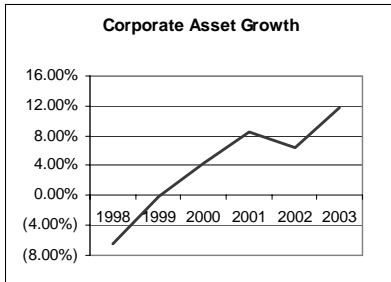
Co-operative Trust's Results



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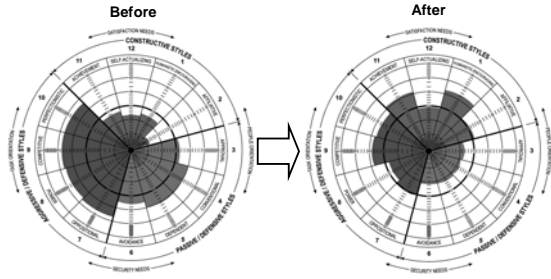
Co-operative Trust Results



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Case Study: Brand name high tech company



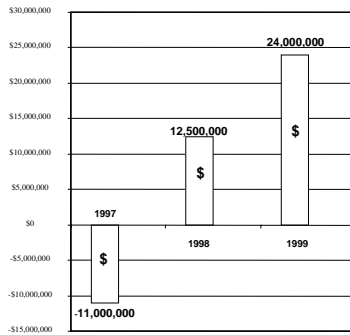
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Change in Revenue:

\$35 million in just 3 years



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Foundations of inspiring leadership


- An inspired relationship with themselves
- An inspired relationship to fear, uncertainty and doubt
- An inspiring relationship to time
- An inspired relationship to people (employees, customers, shareholders, unions and all other stakeholders)
- An inspired relationship to truth

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Portrait of inspiring leaders

- Powerful vision and values
- Walk the talk
- Balance relationship with task
- Mutual gain
- Humble
- Humane
- Authentic
- Balance
- Vulnerable, empathic
- Contribution
- Courageous
- Dialogue versus debate
- Frequently lonely and alone

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The First Light Process




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Application to your situation


Formula: Leadership + culture = prosperity

- Measure culture to bring consciousness current situation and desired future
- Share findings with leader and leadership team
- Measure leadership team
- Dialogue on required change at leadership level
- Create and implement leadership plan
- Share findings and dialogue with rest of organization alongside leadership plan
- Create and implement organizational plan
- Revision, re-measure, renew

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**Inspired leadership + Inspired culture
= prosperity**

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**Inspiring leadership and
inspired cultures bolster
performance exponentially**

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First Light's mission:

To inspire individuals and organizations
achieve the grandest vision
of themselves

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