

Inspiring workplace case study

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Five Characteristics of an Inspiring Work Environment



1

Characteristic #1: Mission & Vision

Every member of the organisation knows the mission and vision of the organisation, and they understand the part they play in reaching the vision.



Characteristic #2: Strategy alignment

Challenging strategies flow from the mission and vision. When people participate together, take risks and remain on a quest to pursue challenging goals flowing from key strategies, they bond in accomplishing these goals.



3

Characteristic #3: Inspiring Environment

Inspiring workplaces are fun. There is laughter. There is a sense a freedom and ability to be oneself, offer one's gifts and enjoy each other's company.



4

Characteristic #4: Relational Connection

In inspiring workplaces, staff become friends who are on mission together.



Characteristic #5: Servant leaders

Leaders of inspiring workplaces exude a servant mindset like Jesus Christ. They see their primary roles as keeping the organisation on mission and developing the people God has given them responsibility for.

5



8 steps toward making your work environment inspiring



8 steps toward making your workplace inspiring

1

Clarify the mission and vision. Remember: put very simply vision is what you all will see in the future if you accomplish what God is calling you to do. Mission is what you will do to accomplish that vision. Strategies are how you will do your mission.

2

Assess the context of your organisation and discover how the mission/vision connects to your context.

3

Evaluate the organisation's strategies (how the mission is accomplished) and ensure that all strategies make sense for and lead to the mission/vision.

4

Create a retreat, workshop, and/or training that helps staff embrace the mission/vision. They must see how their role connects and contributes to these important aspects of an organisation.

8 steps toward making your workplace inspiring

5

Craft a learning event that enables staff to understand their personalities (for example MBTI Myers Briggs Type Indicator) and how their personalities operate in team to work toward the mission/vision. Also, help staff discover their spiritual gifts, natural abilities and acquired skills.

6

Become a servant leader. I've found that Ken Blanchard's materials are helpful in practically making me a servant leader. The premise is that those we lead have specific tasks. Each person has a developmental level that relates to the task, and we must adjust our leadership to the developmental level.

7

Be a relational leader

8

Serve as an intentional leader. Remember: organizational culture is primarily formed by the leader.

Connect with
like-minded
leaders



zoom

Join our **leader-to-leader** gathering where we will **continue this conversation.**

Connect with fellow leaders and **share lived experiences** revolving around the topic.

WHEN | 20 August, 15:00 (UTC+2:00) One week from now!

WHERE | Zoom Scan the QR code to register.

Thank You!

