

Principles for Developing a Highly Successful Organization:
Dr. Philip H. Levy

- 1) Develop a clear mission, philosophy, and set of values.
- 2) Establish a corporate culture consistent with organizational mission and values.
- 3) Implement an organizational philosophy which stresses the “**3 I’s and a P**”:
Individualization (focus on people’s strengths and interests), Independence (maximize self-reliance and ownership), Integration (team building), and Productivity (purposeful behaviors).
- 4) Apply the principles of “**Participatory Management**” by eliminating a top down approach and involving staff at all levels in the decision-making process.
- 5) Create a feeling of organizational ownership: Treat staff and other stakeholders with respect and dignity by valuing their efforts and engendering a sense of corporate pride.
- 6) Pursue Excellence: Ensure staff loyalty and satisfaction by setting high, but achievable goals and rewarding staff for their innovative spirit and commitment to the organizational goals.
- 7) Embrace and value the power of diversity: Different perspectives strengthen the organization.
- 8) Reinvent the Organization when necessary: Success depends upon being able to identify gaps in the delivery system and filling them with new and more creative business models.
- 9) Money doesn’t grow on trees: Diversify funding sources to keep ahead of organizational growth.
- 10) Create and publicize an internal and external corporate brand.
- 11) Ensure that you have the right people in the right positions.
- 12) Strive to Exceed your own Expectations: Never believe your own press, but remember to celebrate your achievements.