

Organizational Culture, September 2, 2015

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Hello, A Rising Tide!

For the next incredibly exciting installment of the LCDP Leadership Learning Series, I'd like for us to have a conversation about the effects of leadership priorities on employee performance, and how they in turn, determine the success or failure of an organization.

As leaders, one of our key responsibilities is to maximize employee performance toward the goals of the organizational. There are obviously many ways to do this. In fact, we've spent a great deal of time in LCDP devoted to understanding things like incentives, communication preferences, removing barriers, and so on. The approach we take has a significant impact on the "Work Culture" of our organization.

A prime (no pun), well publicized, and timely example is Amazon's controversial work culture, as outlined in this NY Times exposé:

http://www.nytimes.com/2015/08/16/technology/inside-amazon-wrestling-big-ideas-in-a-bruising-workplace.html?hp&action=click&pgtype=Homepage&module=photo-spot-region®ion=top-news&WT.nav=top-news&_r=0

- What do you think about this approach to employee performance?
 - Is it effective?
 - What are the pros and cons?
 - Do the ends justify the means?

Slightly dated, but for contrast let's take a look at Google:

<http://www.nytimes.com/2013/03/16/business/at-google-a-place-to-work-and-play.html>

Same questions as above.

Finally, what if we try to make employee benefits the primary business consideration, such as Gravity Payments does here:

<http://www.businessinsider.com/dan-price-gravity-payments-employees-leave-2015-7> ?

Again, same questions (yes, repetitive, but also relevant, no?).

Extra Credit: See Jeff Bezos message to all employees discounting (also no pun) the Times article.

http://www.nytimes.com/2015/08/18/business/amazon-chiefs-message-to-employees.html?_r=0

- What letter would you write after a report like this if you were CEO?

I look forward to all of you making some sense of this and then explaining it to me...