

# The OrgHealth Ascent Model



## The Four Elements

### Collaborative Culture

Psychological safety  
Collective wins  
Lived values

### Leadership Accountability

Personal ownership  
Behavioral impact  
Role clarity

### Strategic Momentum

Clear strategy  
Proactive adaptability  
Sustainable profitability

### Talent Magnetism

Best-fit attraction  
High engagement  
Meaningful rewards

# Collaborative Culture

**Collaborative Culture** often seems backwards to most leaders. But this is the centerpiece, the bedrock for all organizational health. In our focused pursuit of company success, we need to check back in with our values and with the people on our teams, and ensure that as we move forward we are proceeding as a unit, building trust, and feeding the fire that will be needed for longevity.



What this looks like when ratings are high:

- The entire leadership team generously (and without being asked) offers ideas, experiences, and information to help each other.
- The same is happening throughout company.
- Executives offer each other some of their people, time, budget to ensure a teammate accomplishes their objective.
- The same is happening throughout the company.
- People are not afraid to ask for resources or help.
- People have energy and interest to fulfill their role and help the company.
- People are not sapped by disappointment or distracted by complaining to others.
- Work is less stressful and more rewarding.
- There are no “meetings after the meeting”.

COLLABORATIVE CULTURE IS ABOUT:

**Psychological safety | Collective wins | Lived values**

# Leadership Accountability

**Leadership Accountability** is at the base of the OrgHealth Ascent Model as a reminder that everything rises and falls on the senior leadership team. They are not only responsible to model personal ownership but are also responsible for the impact their behavior has on the rest of the company. Ensuring everyone understands the roadmap and what their role is in it requires excellent communication, attuned listening, and consistent responsiveness.



What this looks like when ratings are high:

- High investment in leadership team growth.
- Clarity and healthy culture are cascaded to the managers and throughout the organization.
- Leadership team meets regularly with consistent attendance and engagement.
- CEO has good working relationship with all senior leaders, devoid of bullying, manipulation, and conflict avoidance.
- CEO has personal commitment to modelling organizational health.
- CEO's reputation with staff is positive.
- Failures to meet standards are raised and heard from all levels of the organization without being silenced, and a focused path for resolution is taken.
- Regular monitoring of workforce experience.

LEADERSHIP ACCOUNTABILITY IS ABOUT:

**Personal ownership | Behavioural impact | Role clarity**

# Strategic Momentum

**Strategic Momentum** is the engine pushing organizational health forward towards a future of sustainable success. A healthy organization develops momentum by setting and reaching its goals together, without becoming stuck or rigid in their way of doing things. Intentional shifts are made as needed to create and maintain synergy between departments, for individual workflows, and toward clear goals.



What this looks like when ratings are high:

- Clear goals are set regularly.
- Progress is tracked and shortfalls are acted on.
- Goals are the right mix of achievable and stretching.
- No backchannel conversations, complaints, politicking, or internal competition slowing progress down.
- Trends reflect more things are getting done faster.
- Alignment of vast majority of employees is reflected by fewer wasted hours.
- It is easy to identify goals are being achieved.
- No evidence of front-line people not knowing the organization's key priorities and strategic anchors.

STRATEGIC MOMENTUM IS ABOUT:

Clear strategy | Proactive adaptability | Sustainable profitability

# Talent Magnetism

**Talent Magnetism** is the tip of the OrgHealth Ascent Model, because when Collaborative Culture, Leadership Accountability, and Strategic Momentum are all strong, typically Talent Magnetism will emerge somewhat un-intentionally. Like a beacon, a healthy organization's culture and growth and trajectory should be so intentional and attractive that it draws in high performers. Establishing processes internally to ensure that the company hires those who embody company values will be key for long-term success. In a healthy organization, high performers will not only be excited to join the company but will remain so satisfied with their experience over the years that they turn down opportunities to work elsewhere.



What this looks like when ratings are high:

- Team and individuals build on their experience and wisdom by having a longer time in their roles.
- No disillusioned executives leave and trigger significant costs for search and assimilation.
- Voluntary turnover of high performers is below average.
- Search for good candidates goes quickly because employees confirm how great the company is and woo promising friends.
- Less likely to have to over-pay good people to join.
- Organization is not “held hostage” by a shortage of talented, skilled people.
- Clarity about roles, culture, values, etc. enables more targeted selection of candidates, more meaningful interviewing, far greater “right-first-time” hires.
- Culture repels those who shouldn't be there.

TALENT MAGNETISM IS ABOUT:

**Best-fit attraction | High engagement | Meaningful rewards**