

Leadership Values for Success

Dr. Dorothy Marcic

Most of our organizations and schools operate at less than 30 percent of their potential, because employees are not working anywhere near capacity.

Demotivation, alienation, political intrigues, and powerlessness are more characteristic of many workers and teachers instead of being more energetic, creative, purposeful, and valued. We are in an economy where organizational assets—employees—can walk out the door, greatly increasing costs resulting from turnover, recruitment and lower efficiency of newer workers.

In a stimulating manner that grabs attention, Dr. Marcic will address leadership skills needed to create organizations that are hospitable to the human spirit, companies that capitalize on people's desires to learn and master new skills, schools that energize teachers rather than demotivate them—workplaces that are high-performance. She will discuss the qualities needed in leaders to help build healthier organizations where both "business" and people are taken care of.

We are moving into the information age, a new paradigm, where new styles of leadership and organizing are needed for success. Research and practice have shown that values-based organizations are often more sustainable than those oriented primarily for profits. In fact, sometimes values-based organizations are more profitable. But it becomes a case of walking the tight-rope of balance between corporate and human values. Complexities of work-life are increasing every year. Pressure mounts to increase profits and shareholder wealth. What too often gets squeezed out, then, are the needs of the very human beings who are responsible for making the company profitable. Later, leaders wonder why productivity is down and turnover up. Dr. Marcic will address the tumultuous changes business faces and how creating a balance between corporate values and human values is actually the route to longer and more sustainable success.

Because this session is about creating new paradigms at work, Dr. Marcic presents the material in a unique way, engaging both left- and right-brains. Combining concepts, data and techniques with the arts, primarily music, she touches both the intellect and emotions of participants, who then gain a deeper learning, awareness and skill-base. The new workforce welcomes creative ways to present material and Dr. Marcic rises to that expectation.

