

How Values-Based Leadership Transforms Organizational Cultures

So what is [values-based leadership](#)?

Essentially, this just means leading the team and evaluating performance - both your own and the team's - based more so on the organization's set of values rather than specific metrics and milestones. Don't get me wrong, managers still have to oversee their team member's ability to execute and be accountable for their role in mission success, but values-based evaluations can't be an afterthought.



Many organizations will charge ahead for years with relative success while not having ever truly defined - and written down - their mission, vision, values and purpose for existence. At some point however, all great organizations have to define these things if they want to maintain that positive trajectory.

Once an organization's values are clearly defined, they should also be the guiding light for how performance is evaluated - at the team and individual level. This is especially true when organizations are facing change. Usual performance metrics shouldn't be tossed out the window but when new behaviors must be learned, values-based leadership is required. And values-based performance evaluation systems need to be put in place. If the team is being asked to learn new things and adjust to organizational and cultural transformation, their criteria for "great performance" needs to be adjusted. New HR mechanism and performance review systems can be a powerful supporting tool for improving or changing a company culture. If major changes are being made but the team is still measured against old metrics, problems will occur.

Values-based leadership also requires the need for constantly communicating those values at every opportunity possible. In every company meeting, every time a person is publicly recognized and in every coaching moment when mistakes are made.