



O.C.TANNER

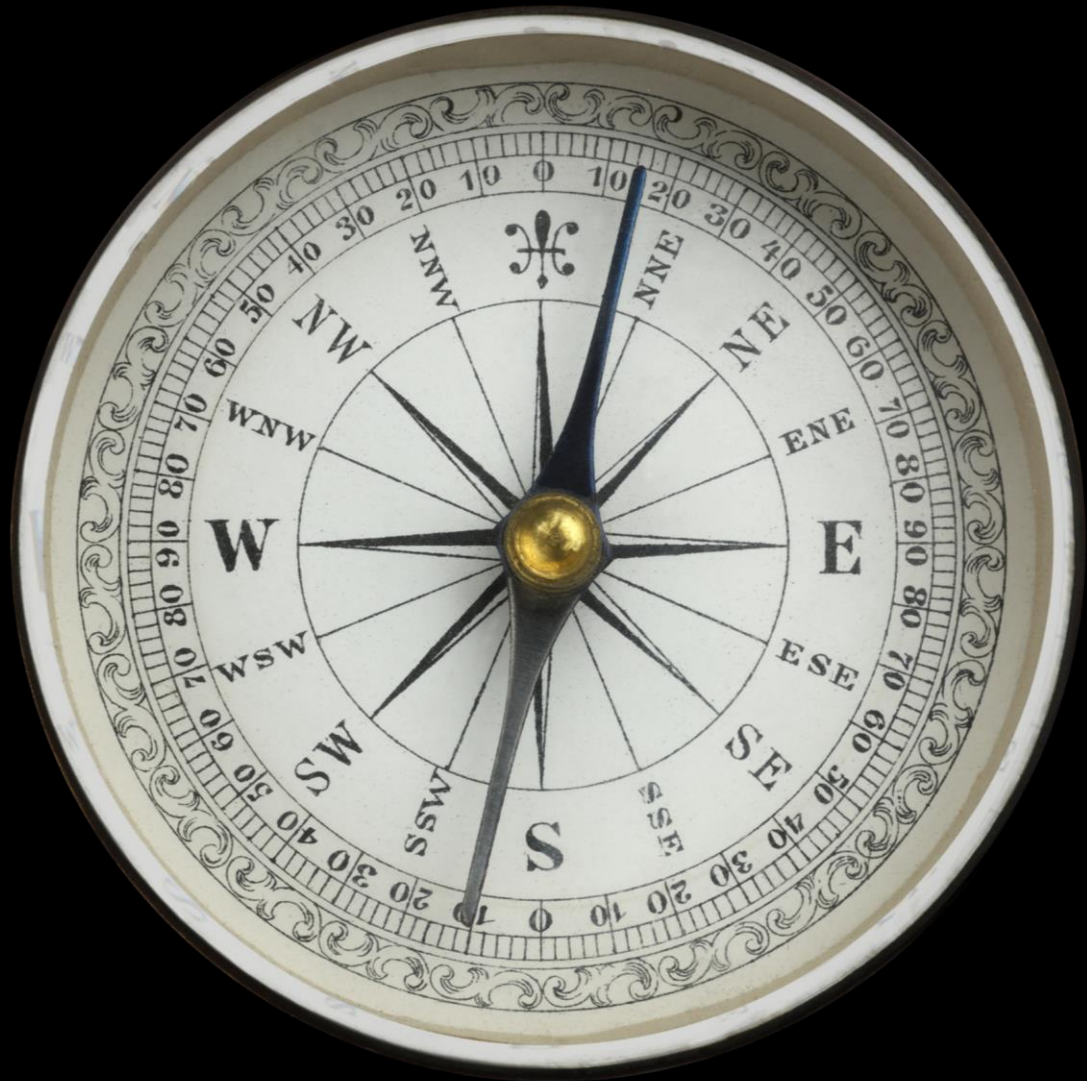
Engaging Workplace Cultures

INFLUENCE
GREATNESS



Great Places
Great People
Great Work

Marilyn Carlson







PURPOSE GREAT WORK APPRECIATION



PURPOSE

Getting our people nearer the
focused range requires upping their
motivation and enthusiasm; **evoking
a sense of purpose.**

PETER DRUCKER



When you are inspired by some great purpose,
some extraordinary project your thoughts
break their bonds.

Dormant forces, faculties, and talents come
alive.

You discover yourself to be a greater person,
by far, than you ever dreamt yourself to be.

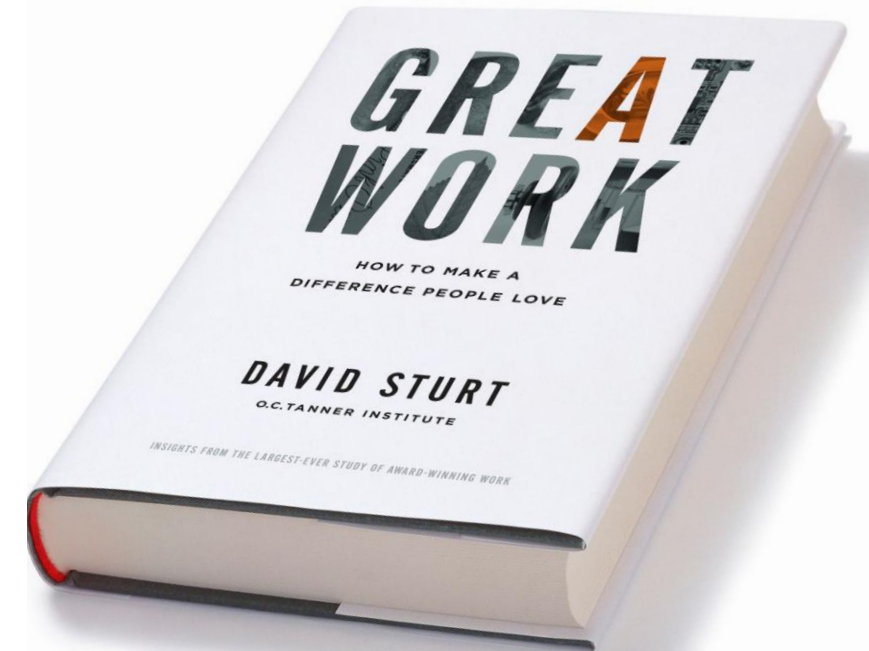
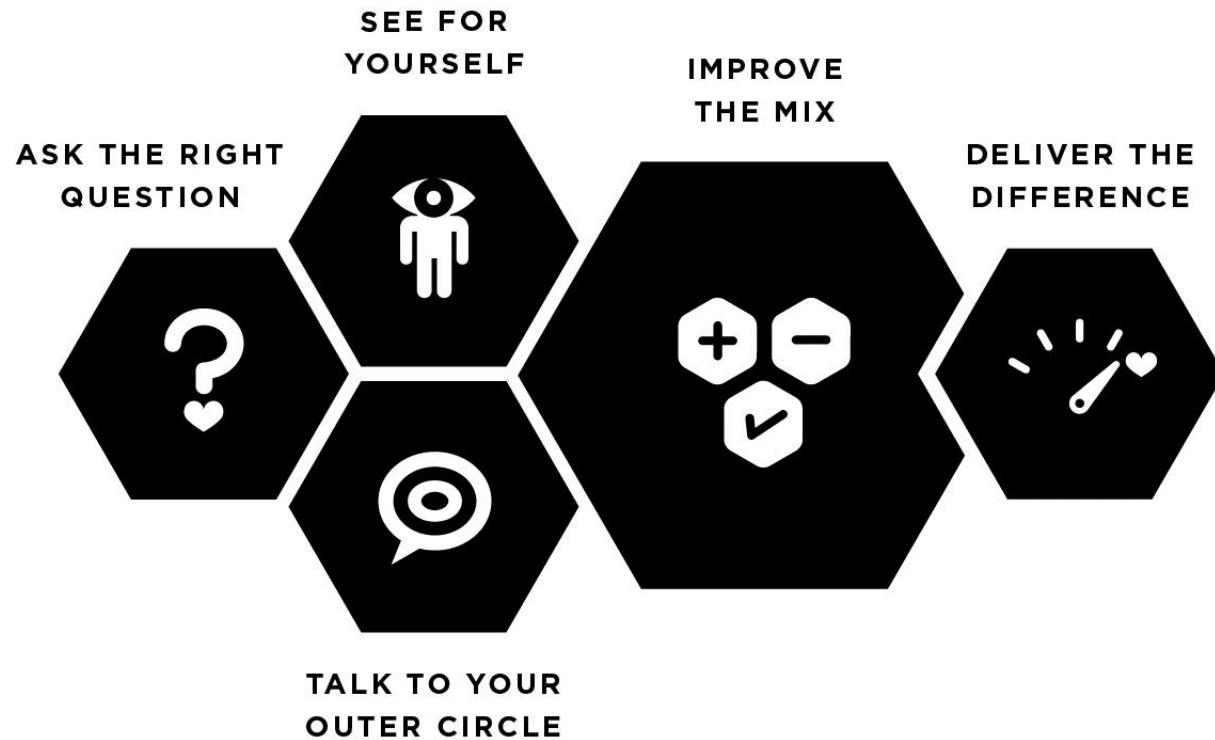
— Patanjali, Yoga Sutras

identify and articulate our higher purpose

JAN 2012 MCKINSEY QUARTERLY

GREAT WORK

How People Achieve Success

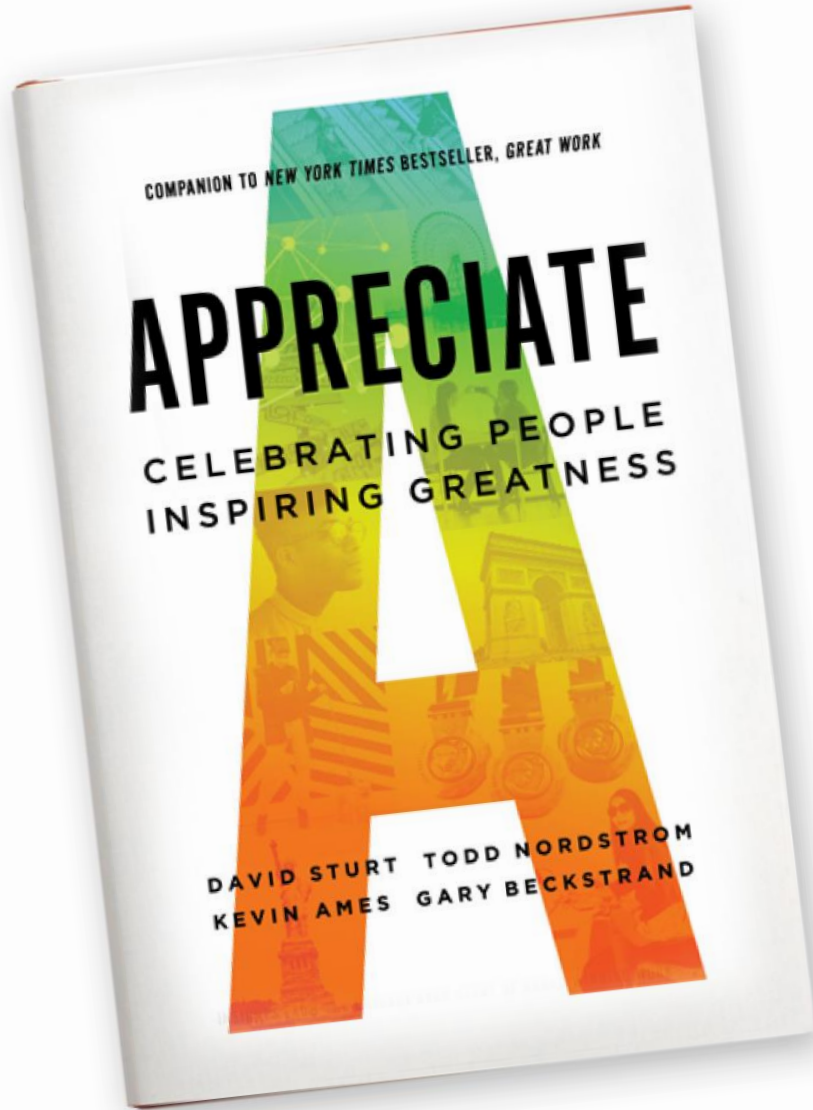


Great Work
is making a
difference
people love



**What is the difference
I'm supposed to make?**

APPRECIATION

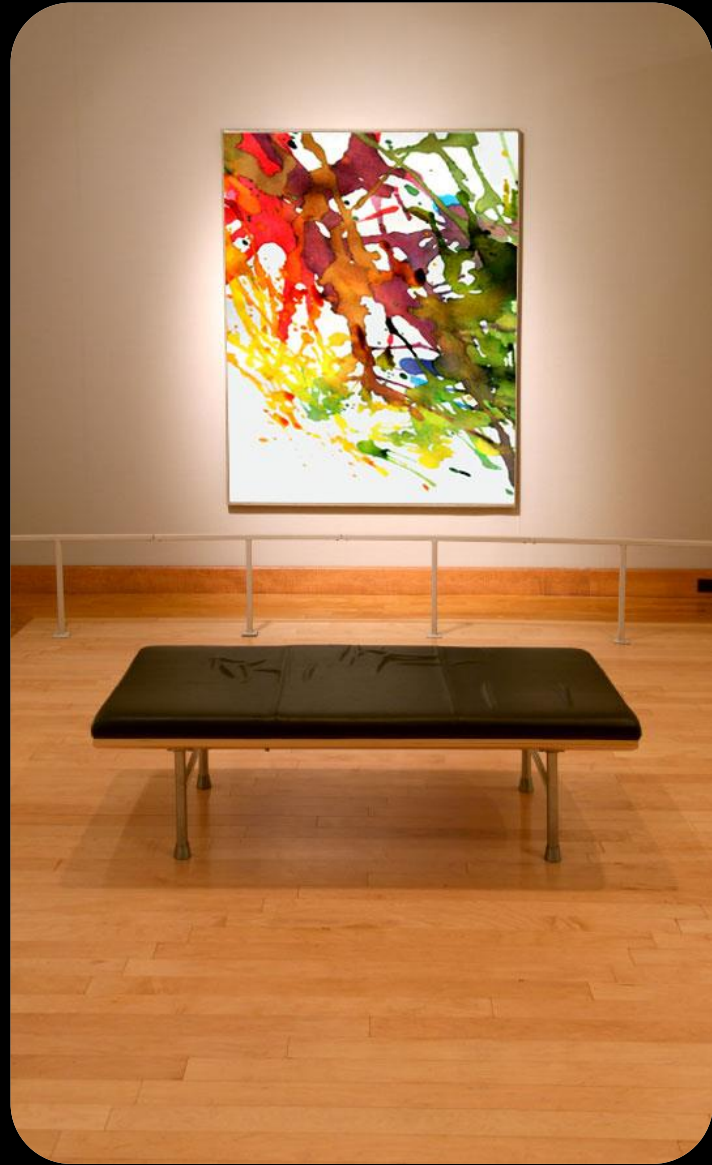
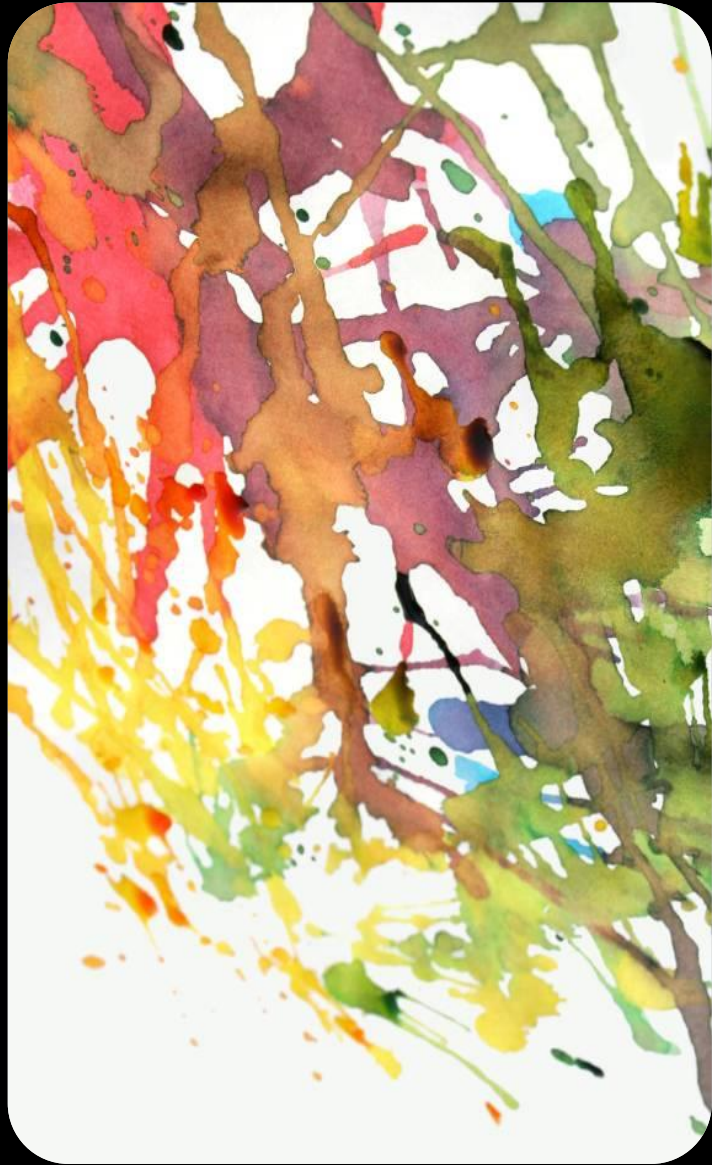


“It feels good when your leaders are observant. It’s not like you’re looking for acknowledgement, but it’s good to be noticed and appreciated for a job well done.”

–Focus group attendee in Sydney, Australia

ap·pre·ci·a·tion

sensitive awareness or understanding



ap·pre·ci·a·tion

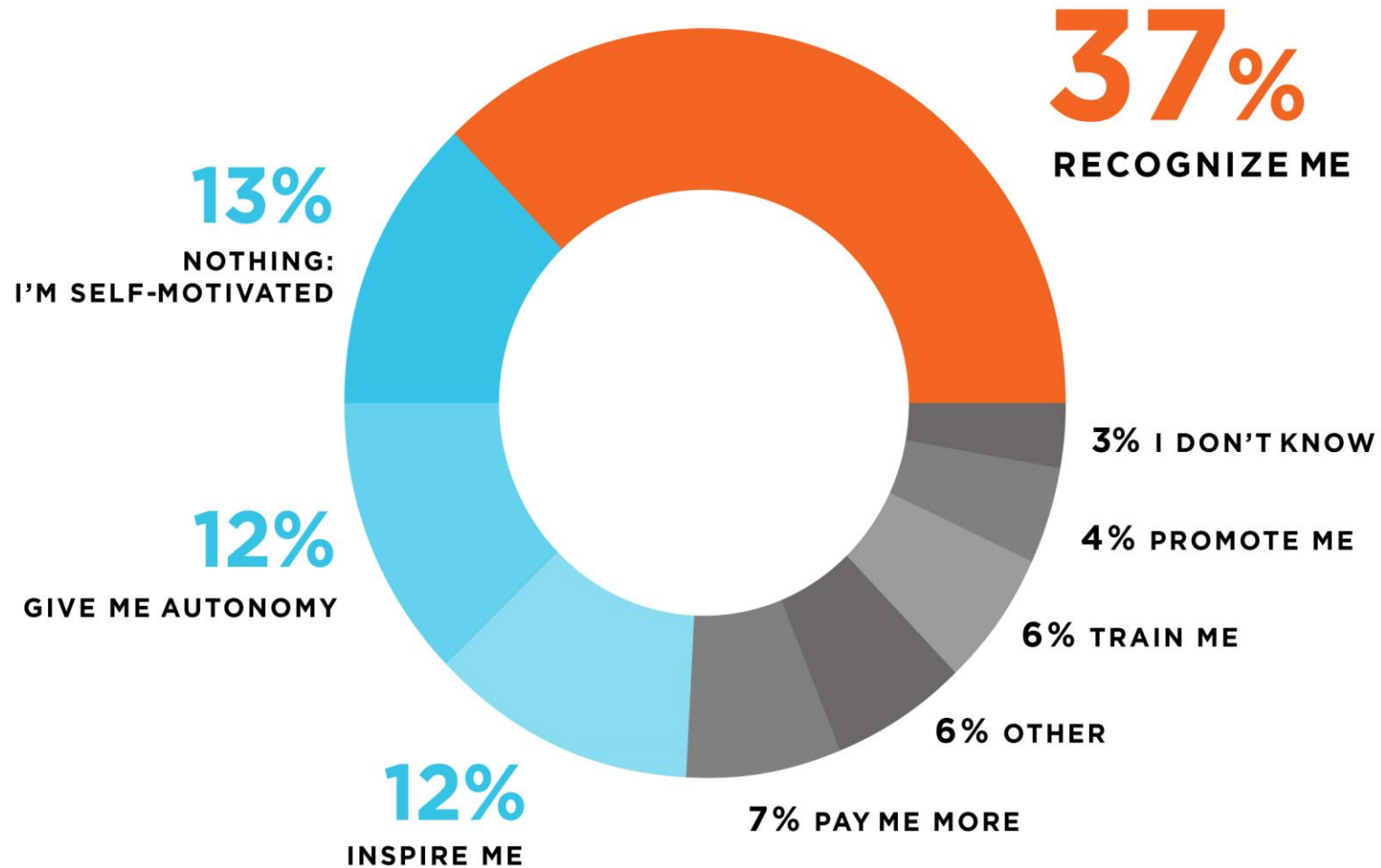
sensitive awareness or understanding

expression of approval, gratitude, admiration

The greatest motivation in life
is not money. It's opportunity:
to learn
to grow in responsibility
to contribute to others
to be recognized for achievement

— FREDRICK HERZBERG

WHAT CAUSES GREAT WORK



OPPORTUNITIES



APPLYING EFFORT



ACHIEVING RESULTS



YEARS OF SERVICE

ap·pre·ci·a·tion

sensitive awareness or understanding

expression of approval, gratitude, admiration

rise in value

LEADERS
OF GREAT WORK[®]

COLLECTIVE
PURPOSE

COLLECTIVE
POWER

COLLECTIVE
PASSION





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