

STAYING THE COURSE

As an important support and *in addition* to the organizational standards, the organization's laws, rules, bylaws, policies, job descriptions/performance standards, and constitution are required employee organizational behavior. These documented organizational *human behaviors* are the foundation of maintaining successful organization standards. (Organizational standards include the organizational happenings (not human behaviors) required of an organization.)

Organizational Standards (explained in a previous document) are the definition, philosophy, mission/purpose, long-term goals, and short-term objectives of the organization. When the two are put together—(organizational standards and expected human behaviors), the organization will tend to “Stay the Course” and move toward organizational success.

“Staying the Course” means each employee of an organizational group/committee/board is required to *personally* perform the pre-determined existing governing rules/bylaws, policies, job description/standards of performance, and employee constitution of the organization. Within one or more of these documented requirements, each person's cognitive behaviors, psychomotor abilities, and attitudes indicate and require the support of the overall encompassing organizational standards.

The meaning of an employee “Staying the Course” means the employee successfully pursues with personal determination the meeting of all requirements (as stated above and defined below) during their required performance hours. Together (organizational standards and successful employee/representative performance), it provides the total package that “Stay the Course.”

INDIVIDUAL BEHAVIORS THAT (IN ADDITION TO THE ORGANIZATIONAL STANDARDS) STAY THE COURSE:

Rules: Set of explicit or understood regulations or principles governing the conduct within a particular activity or sphere.

Bylaws: Defines the organization's rigid (and not easily changed) governing rules. (A House of Delegates usually makes changes).

Policies: A rule(s) that defines the day-to-day course, set of ideas, plan, or principle of action adopted or proposed by the organization to make decisions to reach its goals. They are easily changed as needed. (A Board of Directors usually makes changes)

Job Description/Performance Standards: A written/documented document that explains a position's tasks, duties, functions, and responsibilities. It states who performs a certain type of work, how and when work is to be completed, and the timeliness and purpose of the work as it relates to the organizational standards.

Constitution: This written, all-encompassing document identifies the supreme law, duties, powers, and functions of the organization by restating the rules, bylaws, and policies of the organization. It requires (during its composition) the organization to take a hard look at its values to determine a written set of principles valued by the organization. It establishes duties, powers, and functions. There is a statement of expected and regulated relationships between/with other organizational groups—putting permission and limits on working relationships and the compilation between groups.

If you think all this is hard or unnecessary—consider the universal happening of ENTROPY. Nothing stays the same—NOTHING—even if you work hard at it! However, having written specific guidelines (as identified above) helps to “Stay The Course.”

“If we did all the things we are capable of, we would astound ourselves!” Thomas A. Edison

YES—YOU CAN DO THIS—“You must do things you think you cannot do!” Eleanor Roosevelt

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