



## **Creating A Foundation Of Success**

Success is often the result of positive and consistent actions towards a goal. This includes actions for a specific goal and actions which enable you to create a foundation of success. A foundation of success assists you to develop continuing and expanding success in your work.

This article shares three ways to create a foundation of success for a company or team. These are:

- Developing Effective Planning
- Creating A Culture of Discovery
- Developing Positive Relationships

Here is a description of each of these three ways and exercises which assist you to develop skills in each of these areas.

### **Developing Effective Planning**

Effective planning is essential for ongoing success. This includes traditional planning such as business and strategic planning and successful ways to implement these plans. The ways you implement plans can be original ways which work well for your team or work group.

Developing consistency, followup, and accountability as well as the ways your teams and work groups develop new ideas and work on projects together are examples of some of the ways to implement your plans successfully.

Here is an exercise which assists your teams and work groups to implement your plans and achieve your goals successfully.

### **Exercise for Implementing Your Plans Effectively**

1. Look at the programs and goals you are working on during the year.
2. Look at the ways your team is implementing them. These can include; followup, accountability, developing new ideas, working on projects together,

developing positive solutions and other ways.

Make a list of all of the ways you are implementing your plans and would like to be implementing your plans successfully.

3. From this list, choose one of these ways to work on in depth as a team or work group.
4. Make a list of the actions you will take for 90 days to develop this way to implement your programs and goals.
5. Create a list of actions for each month.
6. Make a list of the actions you will take during the week.
7. Take at least one action each day to develop the way you have chosen to assist you to implement your plans and goals.
8. Look at the results you are achieving each month and refine your action steps.
9. At 90 days, look at your programs, goals and results and the skill you have chosen to assist you. Continue to work with this skill or choose another from your list to help you implement your plans and achieve your goals during the next 90 days.

### Creating A Culture of Discovery

A culture of discovery is a company or team culture which encourages new ideas and innovation. Ideas are seen as fertile soil for creating new possibilities. Sharing ideas is encouraged as it brings new ways to achieve your goals and create success.

One way to develop a culture of discovery is for team members to develop their positive qualities. These are qualities such as appreciation, acceptance, empathy and other qualities. Positive qualities can be developed as a group and also by each team member. They assist groups to work together effectively, solve differences and create a new level of success.

Here is an exercise which assists your team to develop their positive qualities and create a culture of discovery.

### Exercise To Develop Positive Qualities and a Culture of Discovery

1. As a team, make a list of the positive qualities you would like to develop

as a group.

2. Choose one of these qualities to develop during the next 90 days.
3. Make a list of the actions you will take as a group to develop this quality during the next 90 days.
4. Take at least one action each day to strengthen this quality in your group.
5. Every 30 days, look at the results you are achieving and how this quality is assisting your group to go forward. Revise the actions to develop the quality when this assists you to create positive results.
6. At 90 days, decide to continue to work with the same positive quality or choose another to work with for achieving your goals and creating success in your work.

Individual team members can use the same method for developing their positive qualities. After taking actions to develop a quality for 30 days, they can look at how this quality is assisting them to achieve their individual and group goals and how it is helping them to work effectively as a team member. They can revise the actions to develop this quality for the next 30 and 60 days when this assists them to strengthen the quality and create positive results.

### Developing Positive Relationships

Developing positive relationships also assists you to create a foundation of success. Positive relationships assists you to:

- Develop new ideas
- Work on projects effectively
- Create positive solutions
- Expand your work in new ways

Here is an exercise which assists you to develop positive relationships for your teams and staff.

### Exercise for Creating Positive Relationships

In our work, we use a method which helps you to develop positive relationships and success in your work. It is a way of listening and asking questions.

Here is a way you can use this method to develop new ideas together.

New ideas are developed formally, such as during a meeting, and also informally when you are talking with another team member. Whether formally or informally, open-ended questions assist you to develop new ideas and the goals and actions you will take to develop them further and implement the projects which originate from them.

Open-ended questions are questions which cannot be answered by 'yes' or 'no'. They invite a team member or all the members of your team to explore their ideas in greater depth. This helps you to create new possibilities in your work.

An example of an open-ended question is:

*Can you say more about that?*

Open-ended questions also help you to work on projects together and develop positive relationships. They encourage team members to share ideas openly, develop appreciation for one another, and create effective actions for achieving your goals.

These three ways of creating a foundation of success assist your teams and work groups to develop the skills for creating excellence in their work. They assist you to develop greater innovation and contribute to society in positive ways.

© 2021 Oshana Himot, MBA. All Rights Reserved.

Oshana Himot, MBA, is a speaker and organizational and personal development mentor. She speaks about the principles of success, success practices, relationships success and personal success.. Oshana works with companies and teams, assisting them to achieve their goals and create success in their work. She has a Masters of Business Administration degree from Golden Gate University in San Francisco, California and credits towards a Ph.D. from the Maharishi International University in Fairfield, Iowa. She is currently writing a book and can be reached at: [oshana@oshanasjoyinstitute.com](mailto:oshana@oshanasjoyinstitute.com).