

# CHAMPIONING DESIRED BEHAVIORS YOUR JOB?



## WORKFORCE PERFORMANCE AND DEVELOPMENT TIPS

By Abigail Mirarchi, Accelerated Instructional Media, Inc.

Do as I say, not as I do. Oops, that's not quite right. Please reflect on your response and actions to determine

how you can promote, apply, and champion the desired behaviors you seek and then try again.

We observe companies and organizations, regardless of size and location, preach career development, diversity and inclusion, professionalism, performance improvement, and many other topics. Many businesses fundamentals of establishing to championing desired behaviors are:

- Missing from the business and organizational strategy
- Lost from top-down communications and behaviors
- Absent from the culture, irrespective of maturity or years in operation
- Omitted from daily operations and interactions of bottom-up leaders

Inherently, even one or more of the aforementioned list will undoubtedly keep companies and the workforce in a cycle of repeating undesirable behaviors regardless of an employee's role.

To change the "Do as I say, not as I do" behavior and champion desired behaviors:

- Identify what is happening that is preventing the desired behaviors
- Build and deliberately engage in a change management strategy
- Consistently and actively incorporate best practices

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- Be honest thoughtfully and professionally while holding top-down and bottom-up accountable

Remember, to influence behaviors and actions in the workplace, championing desired behaviors consistently is all of our jobs, regardless of your title, role, function or level. Contact us, when you need help identifying ways to easily embed "Do as I do" actions for reliable desired behaviors in your organization. It's easier and more cost effective in the long-run than you think.

*Abigail Mirarchi is the owner of Accelerated Instructional Media, Inc, a workforce performance & development consulting company in Leesport, PA. For more information, call 610.730.7681; website: AIM2train.com. HR, T&D, and L&D leaders are encouraged to book a free onsite or virtual consultation. "Workforce performance is continually evolving, becoming more sophisticated and requires knowledge, skills and competencies to exceed the growing demands." Connect with me to help you strategize, prioritize, prepare and deliver."*

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