



Pathways

June 26, 2007

Dear Jessica,

Change is a constant in modern organizational life, so creating sustainable teams and organizations that are adaptive to change is necessary to your success as a leader.

Two ways to create sustainability are to develop a shared vision of success and to nurture a sense of team or organizational identity. The first helps people see beyond the task at hand while the second helps individuals feel personally connected to the goals of the team or organization and the team. Both provide the motivation necessary to stay the course even when things get challenging.

For an example and tips for creating sustainability, go to my [blog](#).

"We often spend so much time coping with problems along our path that we forget why we are on that path in the first place. The result is that we only have a dim, or even inaccurate, view of what's really important to us." - Peter Senge

Sincerely,

Nina McGuffin, PCC, CPCC

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