



# Bridgeway to Success™

January 2010

---

THE RIGHT  
FOCUS, PEOPLE  
AND  
ENVIRONMENT

---

## Ruthless Consistency: A Recommitment

Successful organizations, whether in business, sports, politics or the arts share a common trait. They are *ruthlessly consistent* with their goals.

What does that mean for you as an organizational leader? It means first that your top team needs to get crystal clear on what *winning* looks like, however you define winning. Then you focus on the right things – the critical objectives and strategies that must be accomplished to win. You get the right people, those with the knowledge, skills and traits necessary to win. And you create the right environment so that everything that impacts your people's performance is aligned with winning.

What makes this so tough is that it takes all three to win. With the wrong environment you demotivate your people. With the wrong people you can't get it done. And with the wrong focus your people spend their time on the things that don't help you win.

Anything less than all three means you're sending mixed messages. And mixed messages kill. They kill your credibility as a leader. They kill your people's motivation. And they kill your ability to execute.

A new year means a fresh opportunity to win. So remember: the right focus, right people, right environment, and it takes all three. Do you have the right commitment to make it happen?

Michael Canic