



The Sterling Criteria Leadership Series: Demystifying the Criteria

The Sterling Criteria Leadership Series: Demystifying the Criteria is being offered by the Sterling Council to help organizations gain a more foundational understanding of the Sterling Criteria, which is the internationally recognized model for High Performance Leadership Systems. For each of these sessions, we have developed summary points to emphasize key ideas made as part the presentations. The summary points will be updated each week, to support the YouTube videos, which are also being uploaded to our Sterling YouTube Channel, to provide context for the learning of and application you will take-away from each session.

Session 1: The Core for Assessing High-Performing Organizations

Summary Points:

- Find your WHY
- Fact – Leaders struggle with ensuring their organizations are efficiently and effectively executing against strategic objectives
- Leaders need to be able to pivot the organization when industry changes occur - the Sterling framework supports the development of this capability
- There are many great Best Sellers that are worthy of reading, but they reflect best practice points in time - approaches but not systems.
- In contrast, Sterling is a Leadership system that evolves as the industry and competitive landscape evolves
- Sterling framework integrates visionary planning with successful execution methods
- The Sterling Criteria provide Leaders with a framework for structuring the organization
- Sterling Criteria helps Leaders successfully execute against and deliver strategic objectives.
- Sterling Criteria is a standard for global organizations ... not just specific to a small set of businesses or organizations.

Session 2: Category 1 – Leadership

Summary:

- Leadership is about “ knowing, going and showing the way” (quote from John Maxwell)
- Leadership is broken into 2 sections 1. Senior Leaders and 2 Governance and Societal Contributions
- Leadership is responsible for the organization’s culture
- Leadership creates organizational focus through the integration of Mission, Vision and Values into the daily interactions and obligations of the workforce
- Good to note – one cannot “*deploy a process that does not exist*”
- Methods of communication must be effective and consistent throughout all levels of workforce and includes partners, suppliers and key stakeholders -- this frames the communication system in place for the organization.

- Organizational sustainability is a focal point to ensure the organization thrives into the future
- Governance is a framework of processes that form a system of evaluation
- Leaders need to understand how societal contributions help to connect the organization to the communities they serve and build organizational sustainability