

The Alliance for Organizational Excellence

A consulting firm specializing in organizational excellence and management training.

The 'Four Agreements' are simple, yet practical tools to create a work environment where harmony, personal best, and win-win relationships are the order of the day, every day. Read an overview of the "Four Agreements" At Work.

Be impeccable with your word

How we communicate determines the quality of our relationships, work environment, and the quality of our successes and failures. It is the force that we have to implement our vision. It embodies the respect and acceptance that people need with their employees, co-workers and clients to create a successful organization.

Don't take anything personally

Instead of responding to the facts, people often respond to their emotional reactions to the facts. Becoming aware of how emotions obscure the facts in a situation allows us the opportunity to be more objective and effective in the workplace.

Don't make assumptions

More than half of communication is listening. The ability to successfully relate to employees, co-workers and clients is directly related to the ability to listen - not just the amount of time, but also the clarity with which the communication is heard. Improved effectiveness in the organization is directly linked to improved listening skills - without making assumptions. While this is simple in theory, the practice profoundly changes the way in which communication is practiced in the workplace.

Always do your best

Optimum performance doesn't come with the pressure to win. Too often, fear of failure is behind the pressure to win or succeed. That fear of failure robs us of complete focus to accomplish the task at hand. Creating an emotional and mental state of peak performance frees us from the anxiety of failure, and positions us for success. Attaining a peak performance state is key to personal best every single day.