

## **Aligning Organizational Culture with Organizational Goals & Societal Expectations**

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### **Abstract**

We are not going back to the world we knew. I discern the emergence of a new Fifth Phase of Human Enterprise that is redefining the criteria of success and re-contouring the routes to success. It is driven by increased demand for social consciousness and the need to function in sync with **societal expectations** & environment preservation. Five potent forces are speeding up this process, based on the premise that '*another world is possible*'.

Organizations that acknowledge this new 'realism' will emerge as winners in the 21st century. This realization is the pre-requisite to evolve sustainable **organizational goals**. To create an **organizational culture** compatible with these goals, I envisage the need for a new set of Leadership Traits. The Tripod of Exceptional Leadership has three strong pillars: *Wholeness, Compassion and Transparency*. When organizational leaders pursue this journey, they discover the stepping stones to sustainable success with sustained happiness.