

Personal And Organization Mission A Path To Success

Once you have a personal mission statement you know its importance. The organization mission statement then does not become a showpiece on your workstation. Your personal mission and the organization mission statement put together add tremendous value to your job function. It becomes a clear criterion for your scope of contribution in the organization. If your mission is somewhere linked to a change for improving quality of life, and organization mission is providing a service to add quality, you have your key result area. Through your capability of introducing a change you can value add to the services of the organization and thus its customers. You are no longer groping in dark.

Also if the organization is conscious of its mission it can actually study the values and identities of people. Evolve their personal mission statements and finalize the job roles. The trial and error method of fitting people in the right jobs is no longer required. The overlap of personal mission and the organization mission decides the job role and the contribution.

Study of value systems of individuals and aligning them to the organizations value systems goes a long way. You no longer have behavioral issues. Behavioral issues are a result of nonconformity in values and lack of sense of contribution. When an employee is not sure whether his contribution is in line with the organization requirement he starts looking for other means to come into the limelight.

Also evolving an organizational mission statement and aligning its employees is an important activity. Organization statement is not a creative statement. It is a discovery process that every employee is a part of. It reflects the common values of each employee and sense of contribution. Participation ensures ownership of the mission statement.

A mission statement needs to be reviewed every six months as it evolves over time. This also ensures alignment of old and the new employees and sustaining the right culture in the organization.