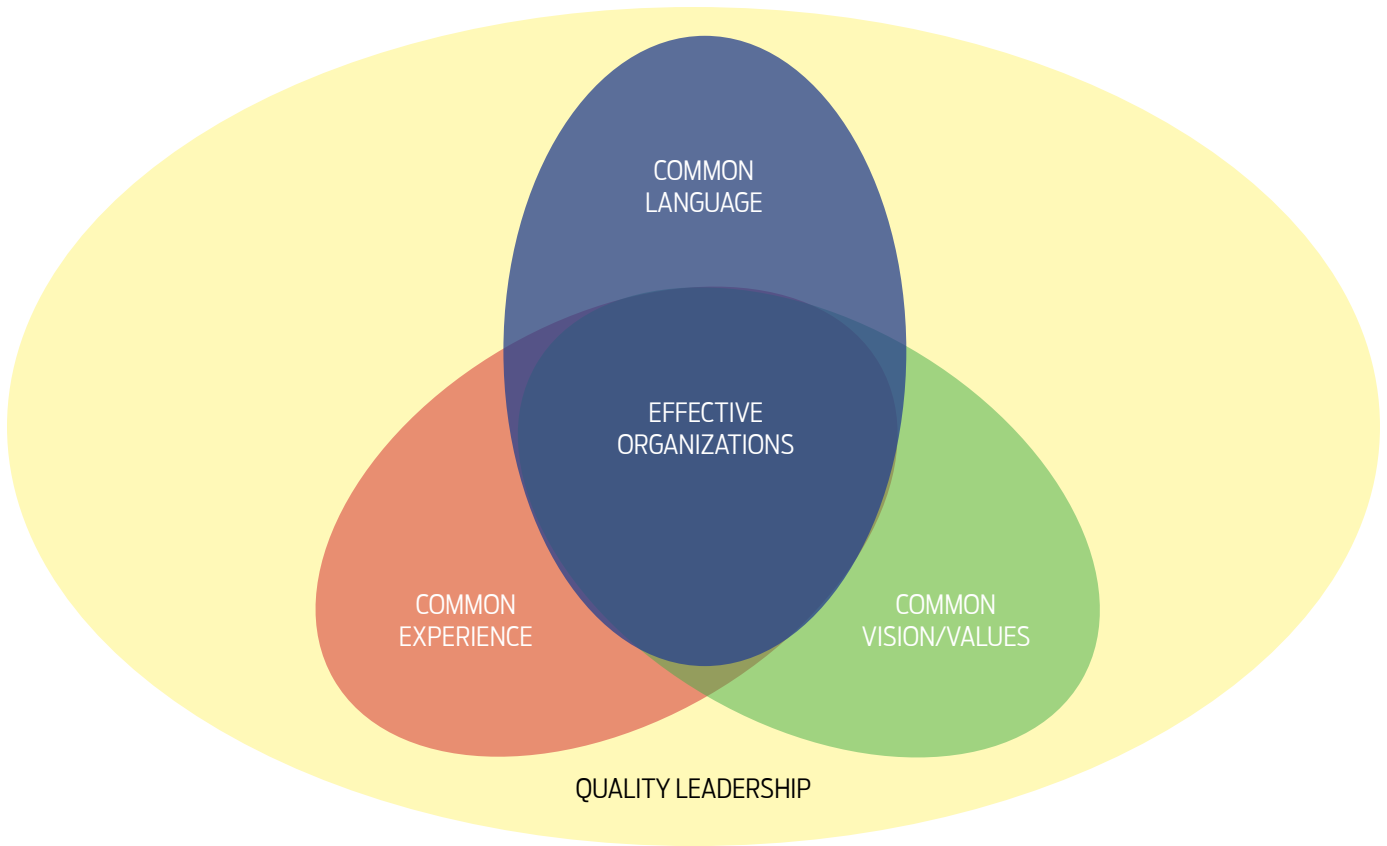


Features of Effective Organizations



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FEATURE	DESCRIPTION
Common Vision/Values	A mission, purpose, or goal that is embraced by the majority of members of the organization, reflects shared needs, and serves as the basis for decision-making and action planning.
Common Language	The terminology, phrases, and concepts that describe the organization’s vision, actions, and operations so that communications are understood, informative, efficient, effective, and relevant to members of the organization.
Common Experience	Actions, routines, procedures, or operations that are practiced and experienced by all members of the organization and include data feedback systems or loops to assess the quality of implementation and link activities to outcomes.
Quality Leadership	Personnel, policies, structures, and processes that are organized and distributed to achieve and sustain the organization’s vision, language, and experience.