

Road to Flourishing

Cultural health, employee engagement, compensation, leadership; all subjects that are of great interest to any sort of leadership type. If you are leading people, and you have a responsibility to an organization, Al Lopus provides some serious recommendations and research in his book *The Road to Flourishing*.

While the book speaks fairly directly to Christian organizations, the principles presented here are just as applicable to organizations that don't operate from a faith basis. And leaders from both worlds, whether faith, or non-faith, would be losing out for their organizations if they dismiss the content in *The Road to Flourishing*.

We all want to see our organizations flourish and the acronym FLOURISH provides a fantastic framework to use as a basis for employee engagement.

F – *Fantastic Teams*

- Building a team that's working for best results for the organization
- Built on trust and led well

L – *Life-Giving Work*

- Every task and role in the organization is tied intimately with the vision and mission
- Everyone contributes to the big picture

O – *Outstanding Talent*

- Attracting and retaining the best talent for your organization
- Realizing that not all great talent performs well in all contexts

U – *Uplifting Growth*

- Not necessarily explosive growth, but consistent growth that energizes
- Recognizing that growth is a reflection of engaged staff and healthy culture

R – *Rewarding Compensation*

- Compensation that motivates employees and communicates value
- Pay too little, lose talent to other organizations, pay too much, retain disengaged staff

I – *Inspirational Leadership*

- Transparent leadership that provides for a trust in leaders
- Vulnerability and humility demonstrated through confident yet imperfect leaders

S – *Sustainable Strategy*

- Workable and understandable strategy that is flexible and effective
- True strategy rather than making it up as one goes along

H – *Healthy Communication*

- Full involvement of all staff in communications of strategy, actions, and results
- No surprises for staff who may hear of an initiative from a member or customer

Each of these principles is expanded well and delineated in the book. Some tough questions arise out of Lopus' writing and some of the challenges are readily apparent in using the FLOURISH model. For example, the challenge of providing life-giving work in intense labour tasks, or finding the budget for rewarding compensation. However, recent research demonstrates clearly the undeniable benefit of healthy culture and engaged staff including tangible benefits on the bottom line.

(Al Lopus with Cory Hartman, *The Road to Flourishing*, Downer's Grove: InterVarsity Press, 2022)