



## Five Signs Your Informal Organization Is Alive and Well

### **The Word Gets Out Fast**

Important information, even uncomfortable information, reaches all employees (not just certain segments) at lightning speed

### **“Change” Isn’t a Dirty Word**

Employees view the prospect of change with curiosity and evaluate it for what it heralds, not for how impossible it will be to implement

### **Collaboration Is the Default Mode**

Formal meetings and elaborate processes aren’t required to get people to work together; they simply turn to one another because that’s how work gets done

### **Employees Are Tapped In**

Middle management and the frontline view corporate goals as sensible, with a fundamental understanding of how leadership decisions relate to their daily work

### **Stories Demonstrate Values**

The familiar tales that “everybody knows” (employees, executives, and even customers) reflect what is distinct and valued about the company and feel authentic in their telling