

# THE THRIVING ASSOCIATION

*As a whole, the PTA shows through its behavior:*

- ✓ *A superior ability to sense signals in the environment*
- ✓ *A strong sense of purpose*
- ✓ *The ability to manage toward visions*
- ✓ *Widely shared knowledge of where the association is going*
- ✓ *An open culture with open communication*
- ✓ *A commitment to being a learning organization, with policies and practices that support this stance*
- ✓ *Valuing data and using it for planning both results and improvement*
- ✓ *High respect for individual contributions*
- ✓ *High respect for team and group efforts*
- ✓ *Explicit – and continuing – recognition for innovative and creative ideas and actions*
- ✓ *High tolerance for different styles*
- ✓ *High tolerance for uncertainty*
- ✓ *Structures that are driven by tasks*
- ✓ *Good alignment between goals and plans and the association's capacity to perform*
- ✓ *The ability to successfully resolve the tension between high performance and continual performance*

*Adapted from: Changing the Essence. Richard Beckhard and Wendy Pritchard  
National PTA Multi-State Conference*