

EXECUTIVE ALIGNMENT PROGRAM



What happens if your executive team isn't aligned?

How can your leadership team drive business impact together, and clear the way for great work?

Benefits of Executive Alignment

An executive team that isn't cohesive and lacks trust can't be effective. In this customizable program, your executive team will journey towards alignment using Patrick Lencioni's acclaimed 5 Dysfunctions of a Team as a guide.

Participating leadership teams can expect to:

- Increase trust
- Increase organizational transparency
- Develop more cohesive leadership
- Enhance communication effectiveness



Build Trust

Trust is the foundation of any high performing team yet it's the hardest piece of the puzzle to get right.



Create Buy-In

Bring siloed leaders to the table and create a collective and clear commitment to agreed upon overarching business objectives.



Deal With Conflict

Conflict often leads to growth but it's often avoided. Turn the tables on conflict and learn that it's actually the way forward.

EXECUTIVE ALIGNMENT OVERVIEW & TESTIMONIALS

Whether your team is looking to create deeper connections, build greater trust, or realign around strategy and goals, we're here to guide you through the process using science-backed tools, such as various personality and strengths assessments, team surveys, highly acclaimed team dynamics frameworks, and expert facilitation designed to tackle the issues that matter most to your team's success and overall wellbeing.

*A great three days!
Very valuable.
Thanks for bringing
out the best in us.*

–Kim B
VP Accounts

*It was a pleasure!
I took so much
away from your
opinions and
insight.*

–Christian W
VP Creative

*We all grew,
and we are
stronger than
ever.*

–Pete B
CEO

*I learned a lot about myself,
and I think we each grew in
ways that are going to make
us an even stronger team. It
can be hard to break away
from the day to day but this
was a wonderful opportunity
to do so, and I'm excited for
our future!*

–Doug W
COO

SAMPLE PROGRAM OUTLINE

SURVEY & ASSESSMENT PRE WORKSHOP

ONE WEEK BEFORE OUR SESSION THE TEAM WILL TAKE AN ANONYMOUS SURVEY TO UNCOVER THE CURRENT STATE OF ALIGNMENT AND ASSESS WHAT THE TEAM DOES WELL AND WHERE THERE IS A NEED FOR IMPROVEMENT. ANY RELATED ASSESSMENTS WILL ALSO BE TAKEN AT THIS TIME.

DAY 1

- DISCUSS HIGH LEVEL SURVEY RESULTS
- GALLUP STRENGTHS WORKSHOP
 - sharing our assessment results
 - understanding how we show up at work
 - Identifying how our strengths sometimes get in our way
 - Looking at the team domains of strength
 - Creating stronger partnerships

DAY 2

- WHAT GOES INTO HIGH FUNCTIONING TEAMS
- WORKSHOP THE 5 DYSFUNCTIONS OF A TEAM
 - Absence of Trust
 - Fear of Conflict
 - Lack of Commitment
 - Avoidance of Accountability
 - Inattention to Results

DAY 3

- DEFINE THE PATH FORWARD
 - Revisit survey results
 - Identify resources, behaviors or structures needed to improve alignment and maximize the team's impact
 - create unified goals and a transparent plan to achieve them