

TOP TEAM ALIGNMENT PROGRAM

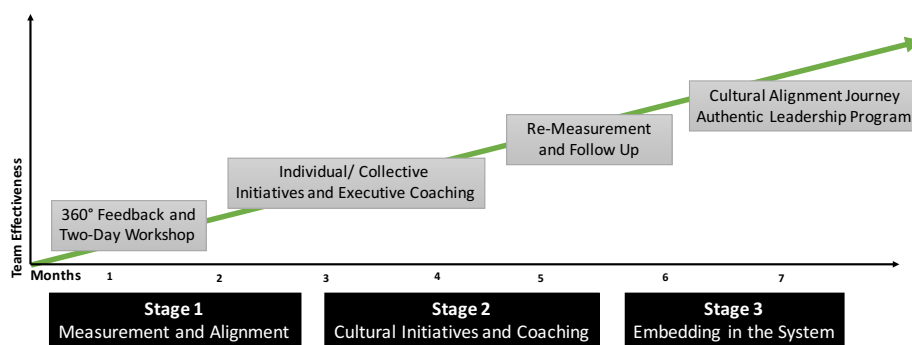
CULTURAL ALIGNMENT JOURNEY

PEOPLE FOR
SUCCESS

Competitive advantage is no longer determined by having the most efficient and updated technologies, tools and resources. This is simply necessary to operate in a globalised market. A critical capability that organisations require today is the ability to anticipate disruption and to foster a culture of innovation.

The average company lifespan has decreased from 40 years in 1995 to 20 years in 2015. 73% of Australians CEO agree that the speed of technological change has become a real threat to their business models. Strategic agility is needed in order to act fast and decisively to remain relevant in today's markets.

So how do leaders develop cultures where innovation is harnessed, collaboration and agility is expected and leaders go from valuing short-term results to long term growth? The first step to aligning an organisation's culture with the market requirements is surprisingly simple. Begin with the alignment or realignment of the leadership teams. Encourage these teams to have an honest look at how they are working together, how they are performing as leaders and what mindset changes are required to maintain a business model that enjoys years of sustainable growth.



OUTCOMES OF THE PROGRAM

- Creates a space where each participant can express their concerns about the organisation's management style, strategy and culture.
- Examine data and identify how each member is contributing to the working style and culture of the team and what to do to change it.
- Gain insights about how the behaviours, beliefs and working styles of the team may be hindering the entire organisation from moving faster, focusing on innovation and the customer.
- Provides a framework to break down organisational silos and work towards one vision, one strategy and one culture.
- Design and implement initiatives to develop the team towards agility, collaboration and a culture of innovation.
- Acknowledge the importance and the impact the leadership team's culture has on the culture of the organisation.

WHEN TO DO A TOP TEAM ALIGNMENT

- The organisation experiences a big knowing-doing gap.
- The the organisation's culture is too rigid and is having difficulties adapting and acting quickly.
- The organisation needs to develop a culture focused on continuous innovation.
- When unexpected competition or market conditions put pressure on the organisation.
- After six months of forming a new leadership team.
- The leadership team has elephants in the room that hold the organisation back from embracing change.

TOP TEAM ALIGNMENT PROGRAM

PRE-MEASUREMENT

- The program is launched with a 360° assessment focused on leadership behaviors. The contrast found in the results between the self-perception and the feedback provides leaders a wake up call.
- The 360° tool encourages participants to stop thinking that others should be the ones changing, stop blaming others and begin to see how they are affecting the culture of their teams and the organisation.

WORKSHOP DAY 1 – GROUP MEASUREMENT AND CULTURAL INQUIRY

- Conduct a live meeting focused on a real-time business issue and collect data about the impact of the team's behaviors using the Group Lifestyles Inventory (GSI™) from Human Synergistics.
- Analyse the effectiveness of behaviors and outcomes of the meeting. Check the results and see indications of how the team interaction is affecting them from achieving their team objectives and how this affects the organisational culture.
- Compare the team's score with high performing teams to develop awareness of the benefits of focusing on "blue" constructive behaviors.
- Explore the driving forces that underlie aggressive or passive behaviors in the group dynamic.

EMBEDDING COMPONENTS

- The workshop concludes with a series of personal and collective commitments which are tracked to ensure the change is implemented.
- Monthly coaching sessions are held with each leader.
- Team meetings are observed by a facilitator, where feedback is provided to keep the team aligned.

WORKSHOP DAY 2 – INDIVIDUAL MEASUREMENT AND TEAM ALIGNMENT

- Distribution of the LSI™ 360° Feedback.
- Each member presents the gap between their self-perception and the feedback received. The results are explored, discussed and linked back to how they affect the group's dynamic.
- Members acknowledge how their results impact their team's performance and organisational culture.
- Align the team to their core Purpose and Vision
- Design strategic actions with accountabilities to embed the behavioral shifts and desired culture.

ABOUT YOUR FACILITATOR

Kristyn has been developing leaders and top teams for over twenty years. With a deep understanding of the link between values-driven, conscious cultures, authentic leadership capability, and strong revenue growth, Kristyn and her team of consultants work with leaders, from their deepest structures, to help align their values, beliefs, and mindsets with their behaviour to achieve sustainable change.

Kristyn has been an executive of a public company, is an accomplished key-note presenter and has educated hundreds of leaders over the past decade. Her experience aligning team, departments and organisations allows Kristyn to deliver sustainable and impactful programs with significant return on investment.

Kristyn only works with organisation's teams and individuals that give 100% commitment to transforming their learning into tangible results.

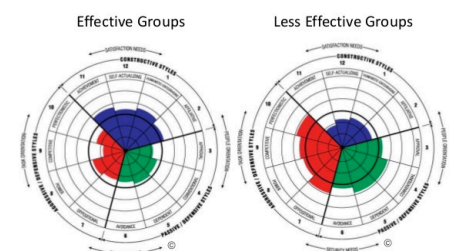


KRISTYN HAYWOOD
FOUNDING DIRECTOR

“ Kristyn facilitated a series of Leadership Team Alignment workshops for our executive group. Our senior leaders gained insights into how they see themselves, how others see them and how those insights can be used to improve our team's performance. Following the investment in the program we not only saw immediate improvements in our leadership culture here at carsales, but longer term positive impacts to the way we lead and communicate.”

Cameron McIntyre
Chief Operating Officer at carsales.com

Effective vs. Less Effective Groups



CONTACT US

P: +61 2 9943 1520 M: 0419421332

contact@peopleforsuccess.com.au

www.peopleforsuccess.com.au