

Accelerating Leadership Team Alignment

Testimonial

"This session helped me understand what others in the team are thinking."

"We had candid and engaging conversations...the facilitators experience showed."

"The session increased my self-awareness and helped me step out of my comfort zone."

(comments noted by the leadership team of a large MNC after completing the leadership team alignment off-site)



Workshop - Accelerating Leadership Team Alignment

This workshop is ideal for newly formed leadership teams or leadership teams embarking on a new project. The workshop-based consultation approach creates a safe environment to surface unspoken assumptions. It also allows the team members to have the conversation they need to have but are unable to on their own. The end results are typically a razor sharp focus on what's important for the team's success and a shift from personal agendas to team alignment on key priorities. The facilitator engages the sponsor and team members in a variety of activities ranging from building deeper personal relationships, understanding the characteristics of highly effective leaders and high impact teams, to defining the team charter and success criteria.

Participants: To drive the greatest value, it is best when all key members of a team participate in the workshop together. Ideally, the workshop should be anchored on the team's strategic priorities. This allows for directly addressing challenges and accelerating team effectiveness. It also gives leaders and team members the opportunity to practice their leadership skills with guidance from the coach facilitator.

Features:

- **Preparation:** Interview with the sponsors and the team leads to (a) understand the current performance from a strategic, tactical and leadership perspective; (b) capture goals, challenges and desired state information. If appropriate and relevant, conduct a personality assessment, team effectiveness survey and interview based 360 assessment. This information sets the agenda for the 1-day workshop or off-site meeting.

- **1-day facilitated workshop:**

- Project leader/sponsor shares project importance, goals, and success criteria
- Team members participate in a relationship building activity
- Short learning module and activity on leadership effectiveness and team effectiveness
- If the team has completed assessments, review assessment data in light of the demands on the leadership (additional time may be scheduled for 1:1 feedback and coaching).
- Participants align on strategic goals, milestones and identify risks at each phase
- Small group activity to develop action plans and risk mitigation strategies
- Participants make agreements in how they will work together

- **Post session check-in:** Consultant will meet with sponsor(s) to share workshop evaluation data and discuss strategies for ensuring progress on the action plan.

Benefits:

- Leadership team elevates focus from personal goals to the team goals
- Awareness of factors that promote leadership team alignment and effectiveness
- Shared understanding and alignment on the success criteria for the leadership team
- Clarity and shared understanding on how the team will collaborate and metrics of success
- Clarity on the roles of the individuals involved

About Human Capital Growth

Human Capital Growth is a global talent management firm specializing in evidence-based talent management methods. Our experience spans across large multinational corporations across multiple continents and regional organizations. The solutions we design are grounded in the science of human and organizational behavior. We drive business results by delivering integrated human capital solutions, instituting metrics to track progress and by helping organizations effectively manage change.

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