



The Executive Team Alignment Process Training

November 30-December 3





Background





“

I find it rather easy to portray a businessman.
Being bland, rather cruel and incompetent
comes naturally to me.

– John Cleese

”





The Purpose

- ▶ For you to learn the Executive Team Alignment Process sufficiently to be able to sell it and do it, and to have the confidence in your ability to do it to go out and make something happen
- ▶ To support you in your respective professional practices so that you can be more prosperous and more satisfied with the difference you are making with your clients
- ▶ To generate possibility together within ABC Co.





Agenda

DAY 1	DAY 2	DAY 3	DAY 4
<ul style="list-style-type: none">▶ Introduction▶ Getting to Know You▶ Basic Models<ul style="list-style-type: none">▷ Organizational Evolution▷ CSFs▷ Phase of Execution▶ Product X▶ Close	<ul style="list-style-type: none">▶ Review▶ Practice Sessions▶ Product X II<ul style="list-style-type: none">▷ Current Reality▷ The Future▷ Focus Area▷ Metrics▶ Close	<ul style="list-style-type: none">▶ Review▶ Prep Process▶ Session Design▶ Prep for Session II▶ Session II▶ Product X III<ul style="list-style-type: none">▷ CSF Assessment▷ Next Steps▶ Designing Beyond▶ Close	<ul style="list-style-type: none">▶ Review▶ Selling Product X<ul style="list-style-type: none">▷ Listening▷ Speaking▶ Practice▶ Pricing▶ Next Steps▶ Completion





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		<ul style="list-style-type: none">▶ Close	





Getting to know each other

Respond to the following:

- ▶ Your name, where you work and long you've been there, your background
- ▶ Why are you here?
- ▶ What are your main interests outside of work?
- ▶ Describe one event in your life that you would say has made the most significant impact on you.





Model #1

Organizational Evolution





“

All models are wrong. Some are useful.

– Attributed to Edward Deming

”





A Breakdown of Critical Success Factors

THE FOUNDATION REQUIREMENTS

- ▶ CEO/Senior Executive Ownership
- ▶ Executive Team Alignment
- ▶ Compelling Future

STRUCTURES FOR FULFILLMENT



THE REQUIREMENTS FOR SUSTAINABILITY

- ▶ Engaging and Mobilizing Stakeholders
- ▶ New Leadership Capabilities
- ▶ Cultural Readiness





Model #3

The Phases of Execution



The Phases of Execution



Client Sample:

The Transformational Journey So Far



The Phases of Execution





Straight Talk

- ▶ Saying what needs to be said to move the ball forward.
- ▶ Saying what needs to be said as straight as you can.
 - ▷ Don't be political
 - ▷ Don't worry about being liked (or not liked)
- ▶ Don't be personal and don't take things personally.





Alignment: Common Usage

- ▶ Consensus
- ▶ A means of making a decision
- ▶ Buying in
- ▶ Something you do with your car wheels



Fortune Article Example

