ONE vision

One Team. One Approach. One Agenda.

Outline

intégro
Leadership Institute

ONE vision

One Team. One Approach. One Agenda.

Failure to Align = Failure to Maximize Potential

Your business suffers when people are not on the same page.

It's not just that high-level discussions seem to drag on interminably and get bogged down by conflicting agendas. That is a mere frustration. But the ripple effect throughout the organization caused by a lack of alignment at the top can be seriously damaging to the bottom line.

The big decisions demonstrate the degree to which senior managers are not on the same page, but imagine the myriad of smaller decisions being made throughout the organization every day. You can be sure that these are also a reflection of the disconnect at the top – all the talent in your organization moving in different directions.

The result: stagnation.

The Positive Impact of Alignment Can Be Exponential

Imagine the difference if everyone is on the same page.

By aligning your senior team behind the organization's vision, you don't just get a more efficient decision-making process at the top, you get all the smaller decisions fundamentally aligned and complementing rather than conflicting with one another.

You get individual departments that are consistently in synch – by default.

Differences in style and individual values are perfectly normal and to be welcomed. And if you can harness the diverse skill-sets of your team – driving toward a common vision, moving in the same direction – you will have something powerful. Not just the obvious benefits of increased productivity, efficiency, and morale, but a shared sense of mission.

When you have a shared sense of mission, anything's possible.

Getting There is Feasible, but it Takes Commitment

ONE vision breaks the alignment challenge down into manageable parts. Our facilitators guide you through the entire process, helping you position your team to realize its true potential in a matter of weeks.

Five critical principles will determine your level of preparedness and ultimately your success in achieving alignment:
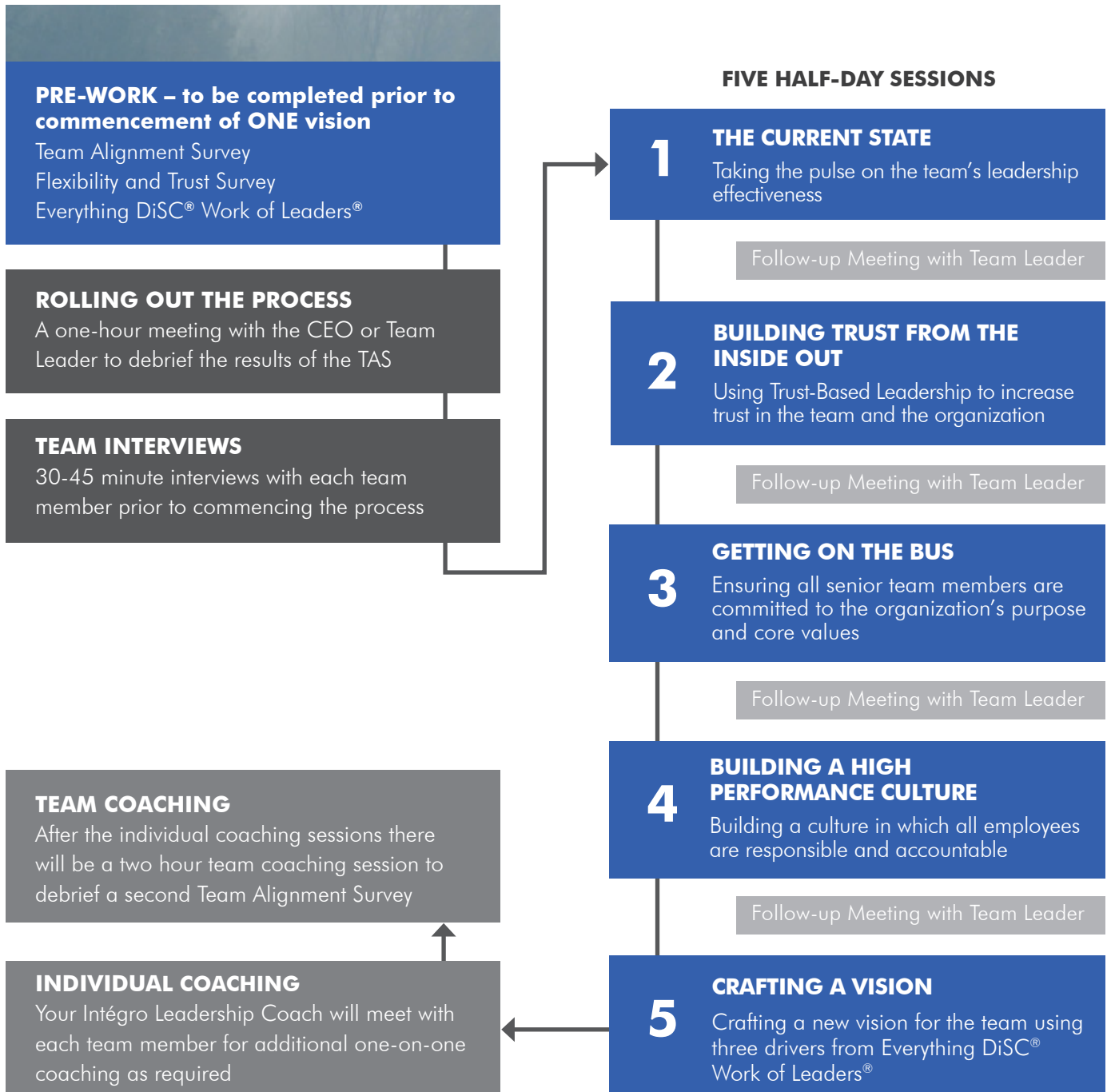
1. **Team Focus**: Your collective ability to view yourselves as team members first and foremost, holding precedent over your departmental or functional role or expertise.

2. **Trust**: Senior team members must develop genuine trust for one another.

3. **Interpersonal Flexibility**: Senior team members need to be willing to listen to their peers, and if necessary change their minds about the right strategy to take.

4. **Alignment**: All team members need to be "on the bus" – in complete agreement on the organization's purpose, values, and vision.

5. **Team vision**: If the senior team is to act like a true team, it needs to have a common vision for the team to work towards.

Based on your commitment to adhere to these principles, Intégro's 5-step process will take you from the current state to an exciting new reality.

The Overall Focus is on Business Results

This is not a soft skills team building program. It is a series of challenging discussions about the future of the organization and the leadership the senior team must provide for the organization to achieve its strategic objectives.

PROCESS OVERVIEW

PRE-WORK – to be completed prior to commencement of ONE vision
Team Alignment Survey
Flexibility and Trust Survey
Everything DiSC® Work of Leaders®

ROLLING OUT THE PROCESS
A one-hour meeting with the CEO or Team Leader to debrief the results of the TAS

TEAM INTERVIEWS
30-45 minute interviews with each team member prior to commencing the process

TEAM COACHING
After the individual coaching sessions there will be a two hour team coaching session to debrief a second Team Alignment Survey

INDIVIDUAL COACHING
Your Intégro Leadership Coach will meet with each team member for additional one-on-one coaching as required

FIVE HALF-DAY SESSIONS

1 THE CURRENT STATE
Taking the pulse on the team's leadership effectiveness

Follow-up Meeting with Team Leader

2 BUILDING TRUST FROM THE INSIDE OUT
Using Trust-Based Leadership to increase trust in the team and the organization

Follow-up Meeting with Team Leader

3 GETTING ON THE BUS
Ensuring all senior team members are committed to the organization's purpose and core values

Follow-up Meeting with Team Leader

4 BUILDING A HIGH PERFORMANCE CULTURE
Building a culture in which all employees are responsible and accountable

Follow-up Meeting with Team Leader

5 CRAFTING A VISION
Crafting a new vision for the team using three drivers from Everything DiSC® Work of Leaders®

DETAILED OUTLINE

PRIOR TO COMMENCING THE FIVE SESSIONS

PRE-WORK

Prior to commencing team members will complete the following assessments:

- The **Team Alignment Survey** (TAS)
- The **Flexibility and Trust Survey** (FTS)
- The **Everything DiSC® Work of Leaders® Profile** (WOL)

PRE-MEETINGS

Each team member including the CEO or Team Leader will meet with the Intégro Leadership Coach for 30 to 45 minutes to discuss individual objectives and perceptions of team performance.

1 THE CURRENT STATE

BENEFITS

The Team Alignment Survey benchmarks the level of trust in the team, the impact trust has on communication and decision-making, and the alignment within the team relative to Purpose, Values, Vision and Goals.

Team members identify the people skills they need to create a climate based on trust and personal responsibility.

Clarification of the impact that differences in behavioral style have on how the team functions and the trust level in the team.

Increased awareness of the need for all team members to exercise the discipline necessary to create a responsibility-based work environment.

CONTENTS

"First Who, then What" – why it is critical to have the right people on the bus before figuring out where to drive it.

Identifying the current degree of alignment and level of trust in the team – debriefing the Team Alignment Survey overall team report.

What is the DiSC Culture in this team? Debrief the Everything DiSC® Work of Leaders Profile: Your DiSC Leadership Style and the Everything DiSC Group Culture Report.

What steps must be taken to increase alignment and trust? Is the current DiSC culture supporting or inhibiting progress?

2 BUILDING TRUST FROM THE INSIDE OUT

BENEFITS

Increased awareness of the factors that have prevented trust from developing, and what must be done to remove these barriers.

Team members make commitments on what they must do both individually and as a team to increase the level of trust.

Team members understand the impact that their decisions and behavior have on the organization's culture.

Team members understand the importance that trust plays in building a high performance culture.

CONTENTS

In-depth debrief of the Team Trust report from the Team Alignment Survey to identify strengths and barriers that need to be removed.

Linking individual team trust building skills (measured in the Flexibility and Trust Survey) to the team trust level.

Strategies for increasing trust in this team – individual and team action plans and commitments to behavioral change.

3 GETTING ON THE BUS

BENEFITS

Team members gain an appreciation of the critical role that their own personal responsibility and accountability play in the team's ultimate success.

Team members agree on the team's purpose and how it aligns with the purpose or mission of the organization.

Team members commit to the organization's core values and agree on the shared values the team will operate by.

CONTENTS

The Purpose Driven Organization: aligning all employees with the organization's purpose to deliver value.

Determining Your Purpose: review the organization's purpose or mission statement – does it clearly state why the organization exists beyond making money?

Review the organization's core values to ensure they are values statements not goals or strategies, and that they are expressed in a memorable, inspirational way.

Using the Values that Build Trust to gain stronger commitment to your organization's core values.

4 BUILDING A HIGH PERFORMANCE CULTURE

BENEFITS

Team members understand the impact that culture has on business results, and determine the culture they need to achieve your strategic objectives.

Team members understand the impact that leadership behavior has on the culture, and determine the leadership practices needed to create a high performance culture.

Each team member will develop an action plan for increasing their behavioral adaptability to broaden their leadership capabilities.

CONTENTS

Defining the culture your organization needs to achieve your strategic objectives.

Building accountability and responsibility at all levels of the organization.

Seeing change as an opportunity, not a threat – debriefing the Flexibility and Trust Survey Interpersonal Flexibility Report

Transitioning from control-based to trust-based leadership.

Next steps: Individual action plans for increasing flexibility and the behavioral adaptability needed to transform the culture.

5 CRAFTING A VISION

BENEFITS

Team members understand the "work of a leader" and how that applies to the team's success.

Team members craft a Vision for the organization and the culture needed to achieve their vision.

Team members develop a plan for getting all employees committed to the organization's purpose, values and vision.

CONTENTS

What is a Vision? Clarifying what an organization's Vision is – a statement that creates a clear mental picture of what team members want the organization to become.

Everything DiSC Work of Leaders Profile: provides team members with feedback about their natural approach to Vision, and their strengths and challenges in the best practices needed to craft a new Vision.

Crafting a new vision for the organization using the three "drivers" from the ED Work of Leaders Profile: Exploration, Boldness and Testing Assumptions.

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CERTIFIED ASSOCIATE
Tara Powers
p | 720 295 3302   tara@powersresourcecenter.com
www.powersresourcecenter.com