



~ Align in '09 ~

This workshop helps your managers align their '09 efforts, perform at higher levels with less stress, and improve performance in all key result areas including sales, productivity, and profits. We begin with a surprising illustration of the impact of even the slightest misalignment. We look at the primary causes of misalignment and the five steps that lead to empowering alignment and the synergistic advantage that can be yours.

All team members are included in the design of improvement efforts required for breakthroughs in their area of responsibility.

Leadership is exercised to influence and direct needed effort toward agreed-to goals. Leadership also provides the needed and appropriate feedback required to reassure associates who are on point and redirect associates who have wandered off course.

Imagination is applied to improve processes, methods, approaches and strategies. An innovative approach is also applied in finding new ways to solve old, plaguing problems. Imagination is exercised to take full advantage of current markets, core competencies, and maximize the full value of all opportunities. Through this process, new energy is generated and all energy is used for productive purposes.

Goals are known, understood and agreed on. Stretch goals that are met are required for the growth, competitiveness and continuity of the business.

New ways of doing things are done boldly. Fear and tentativeness is replaced with the courageous actions required to secure opportunities. Everyone is encouraged and rewarded for bringing in new ideas, approaches and methods required to achieve the breakthroughs needed to wow customers, cut costs, leverage strengths, and win in both the short and long run.

This workshop will cause your team to think, plan and act in ways that help you achieve the synergistic benefits of alignment.



The most powerful tool we have for achieving our goals and objectives is feedback. We are increasingly convinced that the reason organizations fail is because their leaders have insulated themselves from reliable forms of feedback and truly helpful feedback isn't provided to frontline associates about the quality of their work.

Geese, on the other hand, when flying south for the winter, get feedback instantly. It is trusted and unbiased, and given to all equally. Equal amounts, same emphasis, same force, same unbiased authority.