



5 Best Practices to Build Alignment and **Achieve Breakthrough Results**

Team Alignment: The Key to Unstoppable Performance



Imagine your team as a whitewater rafting crew. Everyone is paddling in the same direction, focused on the same goal: navigating the rapids and reaching the finish line. **When you're aligned, your team is unstoppable.**

But what happens when your team isn't aligned? You start to see frustration, conflict, and flatlined results. —————>



How to Achieve Team Alignment and Reach Your Goals

If you're a senior leader, building alignment among operating groups and enhancing business performance is essential.

Here are five best practices to help you get started:

1

Simplify. Create a clear vision and define your top priorities.

How to put this into practice: To create a clear vision, start by asking yourself a few key questions: What are our company's core values? What are our long-term goals? What are our biggest opportunities? What are the most important things your team needs to focus on? Once you have a good understanding of your company's direction, you can start to define your top priorities.



2 **Get visual.** Map out your objectives and corresponding team behaviors. Create a visual guide that shows everyone what they need to do to achieve their goals.

How to put this into practice: Create a dedicated space where you can post your vision, objectives, KPIs, and other important information like team behaviors. It should be a place where everyone has easy access, can see the big picture and can stay aligned on what matters the most.

3 **Use data.** Set goals and track your Key Performance Indicators (KPIs) on an ongoing basis. Share real-time data and analysis with all groups within your organization, and encourage people to talk about it. This will help you identify areas where you need to focus your efforts and reinforce alignment.

How to put this into practice: To track your KPIs, you can use a variety of tools and software. However, it's important to make sure that your data is accessible and understandable to everyone in the organization. Make sure dashboards are focused on only the most important and relevant KPI's, and data is captured not just as a real-time snapshot but as progress over time.



4 **Communicate constantly.** Communication is key to staying aligned. Start by aligning your leaders, and then communicate your vision and priorities to everyone in the organization.

How to put this into practice: Implementing this involves recognizing varied communication methods (written, one-on-one, team meetings, town halls, etc.). Determine the most effective approach for your team. Maintain consistency in sharing key messages across leaders. And most importantly, be transparent and honest in what you share, even when it's tough.

5 **Guide and coach your team.** To achieve breakthrough results, leaders and managers need to be diligent coaches. Touch base with your team on a regular basis, review progress, offer support, and remove barriers.

How to put this into practice: To guide and coach your team, you need to be involved in their day-to-day work. Daily check-ins are a great way to achieve this. Take the time to get to know your team members and understand their challenges. Be supportive and offer help when needed.



Conclusion



When you're aligned, you can achieve anything. You'll be able to move quickly and effectively, even in the face of change. You'll also be able to attract and retain top talent, and build a culture of collaboration and innovation.

Building alignment takes time and effort, but it's worth it. **When you're aligned, you can achieve breakthrough results.**





ALULA is a boutique management consultancy that helps organizations and the people that fuel them achieve their full potential by unlocking the right behaviors and uplifting performance.

We believe that the most important asset of any organization is its people. When people are engaged, motivated, and working towards common goals, they can achieve great things. But too often, organizations are held back by outdated behaviors and mindsets.

That's where ALULA comes in. We help organizations unlock the critical few behaviors that have the biggest impact on achieving results. We do this by working with leaders and teams to identify the behaviors that need to change, and then developing and implementing a plan to make those changes stick.

We believe that when people are working at their best, they can do amazing things. And we're here to help make that happen.

Learn more at alula.clg.com

