



# Strategic Team Alignment grows your Enterprise

## Strategic team alignment helps individual performance drive team performance that drives enterprise performance.

To best serve the organization, leadership team members should be aligned, not only with each other, but most importantly with the strategic objectives of the company. Through Strategic Team Alignment, Partners International can help you develop high-performing teams that are ready to meet current challenges, and have the adaptive resilience to meet future challenges.

### Transformation methodology that aligns the individual, the team, and the enterprise:

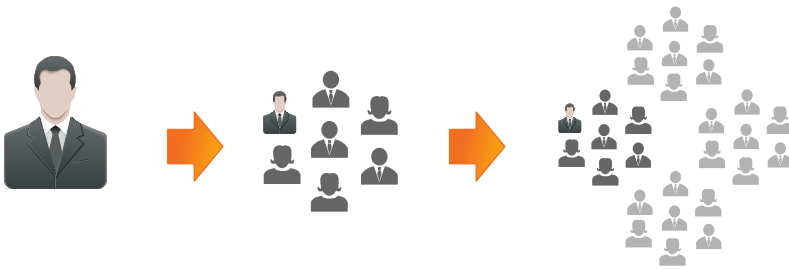
Individual benefits	Team benefits	Leadership benefits	Enterprise benefits
Improved collaboration skills including active listening and enhanced decision making	Development of Adaptive Capacity for navigating complex systems, strategies, and structures	Learn to work as facilitators of transformative exchanges (vs. simply controlling process)	Leadership teams fully aligned to the company's strategic goals
How to use constructive confrontation to minimize conflict and solve problems proactively	Establishment of a well-defined, compelling purpose that inspires the pursuit of audacious goals and objectives	Build networks and enrich established connections	Adaptive, nimble, and agile leadership skills that will cascade throughout the workforce, creating complete organizational alignment with the strategic agenda
How to leverage natural tension to drive inspired thinking and unleash heightened creativity	Awareness of the team's Composite Personality and how it maps to the ideal personality for undertaking specific tasks and assignments	Identify patterns and behaviors that drive increased interactions among their teams	Opportunities to realize under-developed potential in individuals and teams
How to rally around a unifying purpose that is larger than individual issues among team members	The ability to ask the right questions and address the right issues to maximize efficiency	Promote and manage healthy tension to foster team-wide creativity	A common language in support of a common purpose to enhance people, performance, and profitability

**Strategic Team Alignment aligns what individuals and teams do best with what the company needs most.**

## Future-proof your team by developing their Adaptive Capacity.

The goal of Strategic Team Alignment is not merely improving interpersonal dynamics and aligning individuals and teams with the organization's strategic agenda. It also focuses on developing an adaptive capacity within the team that will enable them to be self-organizing and self-directed as they address future challenges. Sustainable success belongs to those with the ability to anticipate where problems are going to be and to adjust when they pop up somewhere else.

Strategic Team Alignment from Partners International is grounded in Systems Science. The fundamental premise of our approach is that when you align the individual to the team and the team to the organization, you facilitate the transfer of performance all the way up the chain.



*More than just "fixing team behavior" we align each individual to the team and the team to corporate strategic objectives.*

## Driving change throughout the organization.

Partners International Strategic Team Alignment is a scalable offering that can be deployed for large and small teams on a local, national or even global scale. In addition to these sessions, specific coaching engagements can be used to supplement leadership development among high-potential executives. Additionally, action plans stemming from Strategic Team Alignment work can be used as the basis for smaller-scale, short-term programs designed to cascade the outcomes to lower-level teams.

Ultimately the goal of Partners International Strategic Team Alignment is to elevate the performance of all team members to deliver exceptional organizational objectives.

## Contact us to learn more about Strategic Team Alignment from Partners International

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## Process: Concurrent learning for optimal outcomes.

The process of Strategic Team Alignment takes place over four basic steps that engage both the individual and the team as a whole:

- 1 PRE-SESSION PLANNING**  
We assess the nature, quality and frequency of team communication. Working with company leaders we identify current conditions while preparing a needs assessment document.
- 2 PRE-SESSION COACHING**  
Coaches help participants understand their roles on the team and during the group session to come. Expectations are set and participants are shown how the team is framed in the context of the organization.
- 3 STRATEGIC GROUP SESSIONS**  
Group work is experiential and focused on solving real-world business challenges aligned to the company's strategy. Work sessions create interdependence between team members. Transformative exchanges take place that teach critical skills like active listening, constructive confrontation and participatory decision making.
- 4 POST-SESSION COACHING**  
Each participant meets with their coach to reflect on the experience, review learned skills, discuss application to other areas of work and to lock in new learning.



*Strategic team alignment is part of a complete cycle of offerings based on a contextual perspective on executive transformation.*