



PARTNERS INTERNATIONAL

The Art of Alignment

Four concepts from Systems Science that will change the way you look at your company.



Systems Science holds that no part of an organization operates in isolation. There are interrelationships that are crucial to understand if aligned performance is to be achieved because each subsystem is a part of the larger organization.

When adding, removing, or changing any individual team member, the entire team is affected as well as the personality of the team. By understanding why this happens you will learn how to consciously make decisions that have a positive impact on the team – assigning the right people to the right teams and aligning them to the proper goals.

The four ideas below are just a handful of the many concepts that underpin the application of Systems Science in organizational settings.



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The most important personality on the team is the one you're not considering.

Every individual's leadership style can be mapped. However, the moment two or more individuals combine to form a team, a new personality emerges that is different than any of the individuals. This is the team's composite personality and it is every bit as important to successful outcomes as the personalities of individual members.

Confrontation is good for your company.

Many people shy away from confrontation. We mistakenly associate it with the unpleasant feeling of conflict even though conflict is something different. Confrontation, viewed and used properly, can actually prevent conflict. Successful leaders know how and when to approach an issue or individual so that the optimal outcome can be achieved.

Avoiding confrontation almost always guarantees a larger, more costly confrontation down the road. Learning how to make confrontation positive and constructive is where skills like active listening, advanced analytical thinking, emotional intelligence, feedback loops and consensus building all come in to play.



Tension can be used to unleash creativity.

Today's most inventive companies know how to ignite creativity in their employees. Truly creative solutions are almost always forged under pressure. These pressures can be time constraints, resource shortages, or both. Ideas that emerge from these high-pressure scenarios can then be made all the more valuable if properly tested by opposing ideas and contrary opinions.

This tension - both in the constraints around ideation and the inclusion of diverse thinking - is most likely to yield the best and most viable concepts.

As the old saying goes, "No one of us is as smart as all of us."



You don't need a roadmap. You need a compass.

Truly innovative companies never approach problem-solving in the same way. Too much changes over time for any of your challenges to be exact repeats of past ones. Therefore roadmaps can be counterproductive.

Instead, your company should seek to train employees in the requisite skills of adaption and collaboration. This includes networking, team-building, active and reflective listening, and contextual awareness. Once internalized, this adaptive capacity forms a compass that can provide a team with the proper orientation to navigate any obstacles or challenges they face.



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

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