

LEADERSHIP GUIDANCE & ALIGNMENT

"Coming together is a beginning, staying together is progress, and working together is success."

– Henry Ford

Everyone knows the value of teamwork. It's just common sense. Far too often, though, organizations unravel when managers operate with disconnected values, contrary viewpoints and fragmented business practices.

So why do leadership teams have so much difficulty coming together?

COMING TOGETHER — THE CULTURE ASSESSMENT

One reason that teams often struggle with alignment is because they don't start by getting in tune around values, purpose and priorities. With the *Leadership Guidance & Alignment* process offered by Landes & Associates, you can get your leadership team working on the same page and heading in the same direction – quickly and effectively.

The process starts with a unique assessment process that gives you a definitive picture of how your team views its *current* culture values compared to its *target* culture values.

The assessment has 40 value statements that reflect different culture types that have been validated through a rigorous research and development process. Each person on the team completes the assessment, and then the individual responses are tabulated to provide a composite team score on each of the 40 value statements.

STAYING TOGETHER — ALIGNING ON A COMMON PATH

After the results of your assessment have been tabulated and analyzed, we work with your leadership team to develop clear guidance and alignment for creating the culture you want for your future. The work begins with a gap analysis on two levels:

1. The *current* culture values that need to be *minimized* or *eliminated*
2. The *target* culture values that need to be *prioritized* and *pursued*



We use that analysis to help your team determine why the negative gaps exist in the current culture values, and what can be done to close those gaps. Then we explore what the team can do to move the organization toward the target culture values that reflect your aspirations.

The process is always enlightening, and it points specifically to the areas where the biggest gaps need to be closed between current and target values. It also shows how your team's values compare with the high performing organizations that were studied in the development of the 40 value statements.

WORKING TOGETHER — START, STOP, CONTINUE ACTION PLAN

Following the gap analysis, we work with your team to guide each person in identifying specific actions and behaviors that they will *Stop ... Start ... Continue* to support your desired culture shift. Those actions are reviewed first within the leadership team that participated in the assessment. Then each manager reviews the action plans with the teams of people who report to them, asking for input and support to reinforce the desired improvements.

In addition to providing actionable guidance on how to imbed constructive cultural values, the process helps teams with bonding and alignment on future direction.