

Outsized growth for outsized ambitions

Your business will go where its leaders go first.

Organizations don't change; people do. And, people change requires moving from agreement to alignment – starting with key leaders.

We love partnering with companies who are striving to make an outsized impact. We know that leadership alignment is critical, regardless of size and scale. For smaller businesses, taking the Karrikins Group Alignment Journey in a cohort provides access to fresh ideas, inspiring outcomes, and better results.

The work is inspiring, energizing, informed, and at times, confronting. This elite one-of-a-kind cohort program takes CEOs, Managing Partners, and their most influential leaders on a journey to surface tradeoffs and assumptions, commit to new mindsets and behaviors, and build the discipline to hold one another accountable to alignment and model the way for the company. Together, they define and activate how they will lead together.

Leadership alignment predicts success.

**“Great opportunity
for our executives
to focus on how *together*
we drive our future.”**



Align on **HOW** to lead together

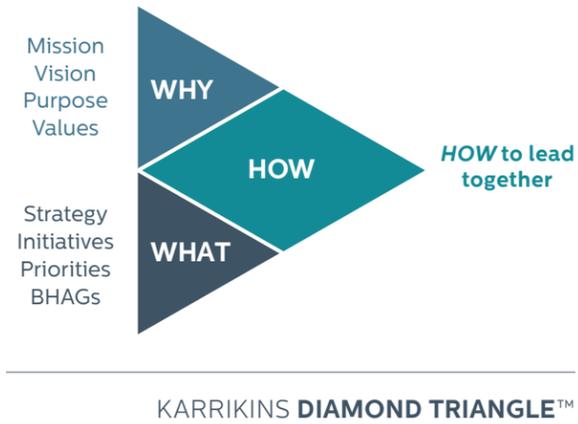
Accelerate transformation and amplify impact.

The most inspired **WHY** and the most ambitious **WHAT** fail without an aligned **HOW**. Many organizations spend the majority of their time and money defining their WHY and their WHAT. However, if leaders are unable to define HOW, they will struggle to align and deliver exceptional results.

Key outcomes

Alignment provokes and powers the leadership team to deliver on the outcomes critical for the business, clients, and employees. Karrikins Group Cohort Programs equip senior leaders to:

- > Experience what alignment sounds like, looks like, and feels like
- > Clarify how they will lead collectively
- > Change their decision-making and actions to visibly align
- > Build skills to return to alignment when they get stuck in agreement
- > Help others move from agreement to alignment
- > Hold each other accountable to stay in alignment



Inflection points and business dynamics can amplify misalignment

Focusing on building leadership alignment increases agility and growth while maximizing the opportunity these inflection points and business dynamics introduce:

- Rapid growth in specific areas
- Industry or market disruptions
- Siloed services lines, functional areas, or geographies
- Shifts to virtual ways of working
- New CEO / senior executive transition periods
- Diversifying client services
- Ambiguous retirement plans of senior leaders
- Acquisition integration
- Next gen leadership development

The Karrikins Group Alignment Journey

The cohort of leadership teams engages in a multi-month cadence of sessions and workshops to move through alignment to activation:



How we work with cohort participants

Leaders benefit from active 1:1 company-specific coaching, facilitation, consulting, and engagement throughout the program, as well as peer-to-peer learning in the Welcome Session, Immersions, and Closing Session.

● Alignment Team (AT) 

The AT includes the CEO or Managing Partner (MP) and other key leaders who together co-create, activate, and take accountability for the work of alignment.

● Extended Group (EG) 

The EG includes additional select leaders beyond the AT who provide diverse and candid input on the AT's alignment work.

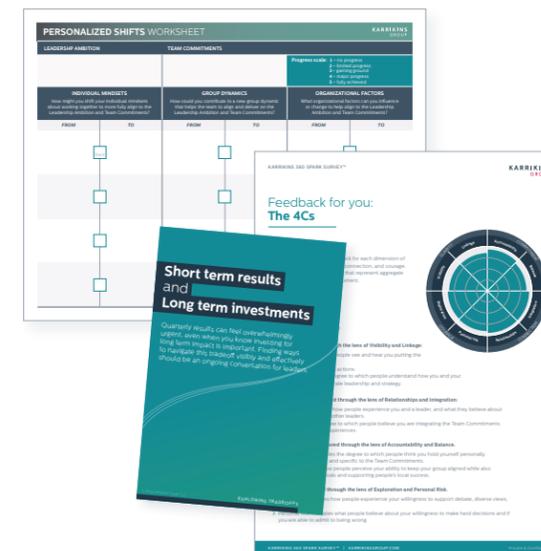
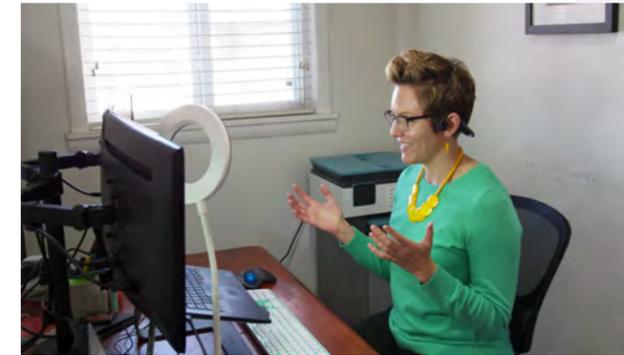
Sample timeline

MONTH	TOUCHPOINTS	OUTCOMES
1	<ul style="list-style-type: none"> Welcome Pack 1:1 Alignment Coaching Call with CEO or MP Welcome Session ● Alignment Assessment 	Quick start program
2	<ul style="list-style-type: none"> Alignment Connection 1 ● Current State Discovery Session  Immersion 1 	Define how company leaders will lead together and what gets in the way
3	<ul style="list-style-type: none"> ● Extended Group Connection 1 Alignment Connection 2 1:1 Alignment Coaching Call with CEO or MP 	Pilot alignment practices
4	<ul style="list-style-type: none">  Immersion 2 ● Extended Group Connection 2 1:1 Alignment Coaching Call with CEO or MP 	Ready to activate company-specific leadership alignment
5	<ul style="list-style-type: none"> ● Alignment Pulse Survey 1 Alignment Connection 3 	Expand and build alignment skills for company-specific needs
6	<ul style="list-style-type: none"> ● Alignment Pulse Survey 2 Alignment Connection 4 	
7	<ul style="list-style-type: none"> Alignment Connection 5 1:1 Alignment Coaching Call with CEO or MP 	Embed alignment capability
8	<ul style="list-style-type: none"> Closing Session 	Celebrate successes and ready to lead alignment forward

What Managing Partners and CEOs have to say

If we had not participated in our cohort, our strategic planning would have been a waste of time...alignment gives us a chance to succeed at (our) finalized strategy.

You are insane if you don't do this program. It is worth every. single. penny. It will pay dividends for years to come.



I would encourage anyone thinking about participating in a cohort to do so. It is truly unique, and we have established deeper trust that will help us lead our firm into the future.

Marketing and registration

Through our close partnership, we'll design the right approach for your member companies and streamline the process to make it easy to build and deliver hugely impactful programs. We work with you to develop marketing materials and to administer the cohort registration process.



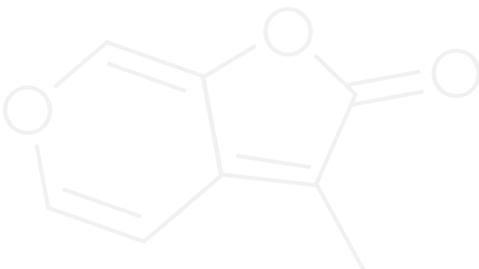
We are Karrikins. We're world-class facilitators, cultural changemakers, behavioral scientists, and experience creators, but above all, we're people looking to make a lasting and positive impact. With decades of diverse experience in helping companies set ambitious strategies and act on them, our leaders guide our collective impact and enable transformative growth for leaders and teams.

Our impact around the globe has been in good company.



Want to get in touch?

Are you a member-based organization, PE firm, or Association that provides unique and impactful resources to small to medium-sized companies? **Say hello@karrikinsgroup.com and let's chat about how our cohort program can accelerate growth for your member companies.**



Karrikin (n): a group of compounds found in the smoke of burning plants that stimulates seed germination and catalyzes growth.