

Moving from agreement to alignment

Moving a team to alignment is a powerful leadership skill. It helps to:

- > Reduce circular conversations about what should be done
- > Accelerate momentum for transformation
- > Create urgency and action on strategy
- > Make it visible when priorities aren't being resourced

Getting aligned is a combination of difficult choices and productive outcomes. When leaders are aligned:

- > Resources are reallocated to make sure priorities have what they need to move forward
- > Personal passion projects and legacy ways of working get stopped
- > Deeply embedded leadership habits are forced to change
- > Legacy distribution and supply chains are disrupted

AGREEMENT Leaders like an idea and generally support it	ALIGNMENT Leaders redirect time, energy, and resources to deliver together
Willing to vote in support of the idea	Work to create shared clarity
New behaviors or decisions required are left ambiguous	Leaders personally step up to new behaviors and decisions
After the agreement, status quo continues	Status quo is disrupted by new priorities and commitments
Dissent is passive – unwilling to engage in productive debate	Productive dissent is used to gain full support

Agreement is nice to have. It doesn't require much more than good intentions. Alignment is imperative. It is where the hard work happens.

If a leadership team is going to succeed at transforming the company, delivering on strategic priorities, and moving confidently toward the future, **aligning horizontally to new ways of working together is non-negotiable.**

EXPLORE the space between agreement and alignment >

The space between

Do you want to see how aligned your team feels to your shared goals? Do [The Space Between exercise](#) with them, and ask them to share where they hear a lot of agreement and not much alignment.

[Download the free worksheet](#) and explore what alignment might sound like with your own team.



I should work out more often.

**I'm working out with a trainer
three times a week.**

It would be great to have
more family time.

**We are having tech-free
dinners twice a week.**

We need to be more
collaborative.

**I'm hosting cross-functional
challenge sessions.**

Taking this forward

WEBINAR RECORDING

***From stalled to success:
The power of leadership alignment***



WEBSITE

The Diamond Triangle™

Spark dialog with your colleagues on the
power of aligning to *how to lead together*



INTERACTIVE WORKSHEET

The Space Between exercise



***From stalled to success: The power of
leadership alignment is hosted by***



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Julie is a growth-minded leader who believes executives set the standard for others through the example they provide. She is a strategist, technologist, and a social scientist who puts her energy toward working with leaders around the world as they tackle some of the biggest challenges in their industries and organizations. In today's increasingly complex and interconnected world, Julie knows the power of aligned leaders to deliver on strategy and create value. That's why she focuses her time and energy on helping senior leaders come together to deliver the work that matters most.

Say hello...

**Curious about how the Karrkins Group
Alignment Journey work might benefit you
and your organization? [Contact us](#) for a
complimentary 30-minute conversation about
alignment in your organization and how you can
tackle building alignment as a leader.**