

Moving from Agreement to Alignment

Agreement kills transformation. Alignment delivers it.

ALIGNMENT MATTERS

Our Alignment Approach is a proven way to create motivation and momentum for teams to move beyond agreement and into alignment.

Alignment is a key predictor of success for any transformation.

Unfortunately, many leaders are content to settle for agreement and not push for alignment from team members, colleagues, and even themselves. At Karrikins Group, we believe that alignment is a crucial leadership skill that can be learned and shared. We work with you to give leaders the opportunity to experience the difference between **agreement** and **alignment** in tangible, applicable ways.

Through this engaging, informed, and important content, leaders will learn that it is critical that they *go first*, and move themselves from agreement to alignment on transformative efforts. Then, they will be able to take what they learn back to their own teams and organizations and apply it immediately.

Key outcomes:

Participants will end the workshop understanding the difference between agreement and alignment in visceral and applicable ways. Specifically, they will be able to:

1. Understand what alignment sounds like, looks like, and feels like
2. Identify when they are stuck in agreement and need to move to alignment
3. Change their own behaviors and actions to visibly align themselves
4. Help others move from agreement to alignment
5. Hold each other accountable to staying in alignment with critical decisions



Ultimately, aligned organizations create more value and growth by delivering on transformations and major initiatives with better results faster.




Three ways to move people

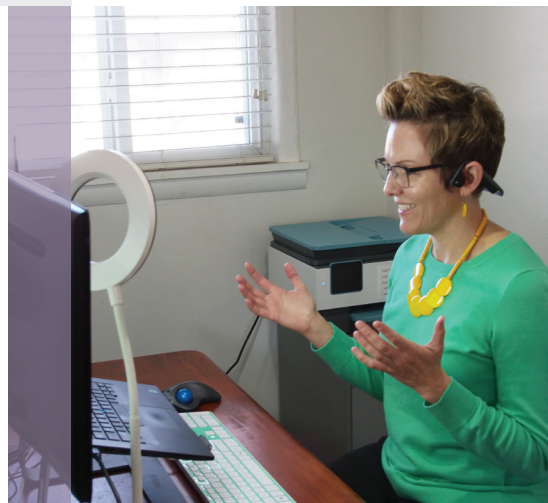
Team session

 **Audience:** 8-30 participants, same team

Timing: 1.5-4 hours

 **Approach:**

-  Available virtually or in person
-  Pre-work interviews with key leaders to understand the current context
-  Content configured for specific area of alignment to focus team







Keynote

 **Audience:** Any size and mix of participants

Timing: 60-75 minutes

 **Approach:**

-  Available virtually or in person
-  Pre-work conversation with the event organizer and client executive sponsor
-  Content presentation
-  Audience interaction via polls, breakouts, and Q&A







Conference workshop

 **Audience:** Groups of 30-250 people

Timing: 2-2.5 hours

 **Approach:**

-  Available virtually or in person
-  Pre-work conversation with key leaders
-  High energy, interactive, working with other participants both virtually and in the room
-  Participant support materials provided

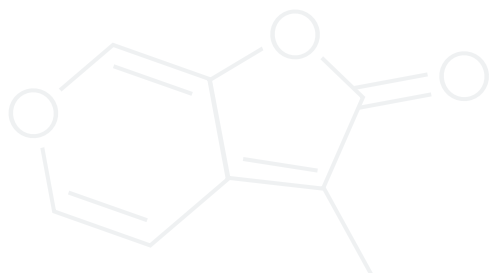


We are Karrikins. We're world-class facilitators, cultural changemakers, behavioral scientists, and experience creators, but above all, we're people looking to make a lasting and positive impact. With decades of diverse experience in helping companies set ambitious strategies and act on them, our leaders 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? Let's talk...hello@karrikinsgroup.com



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