

The Alignment Journey: **Prime, Define, & Spark**

Outperform the limitations of strategy, structure, capital, and market conditions by aligning and delivering together on your most ambitious strategies and goals.

How you lead
changes **everything.**



Align to deliver outcomes together as a leadership team more powerfully than any leader can achieve alone.

Alignment is the most powerful accelerator a leadership team can develop to spark real change and transformation.

The HOW of leadership

Most teams know WHAT they need to do and WHY they do it, but spend hardly any time talking about HOW to do it together. By completing the **Diamond Triangle™**, leaders unlock the full potential of the team to deliver together on what matters most.

For more on the power of HOW to lead together and the impact of alignment, read the article *The HOW of Leadership*.

Explore



*The most inspiring WHY
and the most ambitious WHAT
will fail without an aligned HOW.*

Agreement is insufficient. To drive results, get aligned.

Do you feel like your leadership team is stuck in circular conversations? Is your team in agreement about what needs to be done, but progress is slow or non-existent? Are you trying to get energy going toward an ambitious goal?

Companies are rarely held back by a lack of big ideas. What stalls out progress and keeps them stuck in legacy businesses is a lack of aligned actions toward shared outcomes.

Our Alignment Journey™ is precisely designed to address that problem.



“Building alignment is the single most underrated success factor in any team.”

– CEO
Global Manufacturing Company

Getting started on the Alignment Journey: Prime, Define, & Spark

Your leadership team likely has a pretty good idea of what you do and why you do it. Most leaders probably agree at least in concept with the strategic direction you are taking. Unfortunately, agreement is not alignment, and many teams spend very little time or energy figuring out how to deliver together. Instead, they depend on strong leaders to deliver in their areas and hope that all the independent pieces add up to strategic progress. As you know, that rarely happens. Most organizations are too interconnected, complex, and fast moving to deliver expectational transformation and growth without a strongly aligned leadership team working together toward common goals.

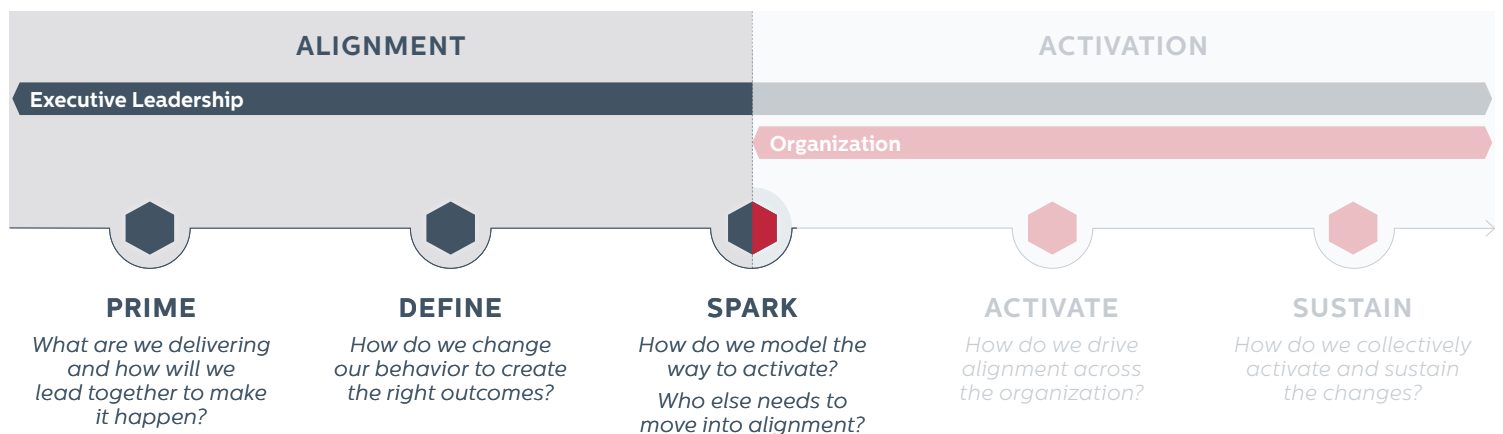
Through the Prime, Define, and Spark work in the Alignment Journey your leadership team creates an **Alignment Blueprint™** that includes a Leadership Ambition and Team Commitments to define how to deliver together on your most ambitious goals and most inspiring purpose. This work is done together as a team through co-creation sessions where you create the space for quality conversations about the mindsets, group dynamics, and organizational factors that are getting in the way.

Prime, Define, & Spark highlights

8 Co-creation sessions	7 Sponsor sessions
4 Extended Group sessions	1 Karrikins Alignment Assessment™
200+ Spark session participants	1 Karrikins Accountability Assessment™

The Alignment Journey starts with Prime, Define, & Spark

We start by creating clarity and building connection across the leadership team, making how to sustain commitment to shared outcomes visible and noticeable. This is hard work – it requires full engagement from the team in a series of carefully curated conversations that we host both virtually and in person.



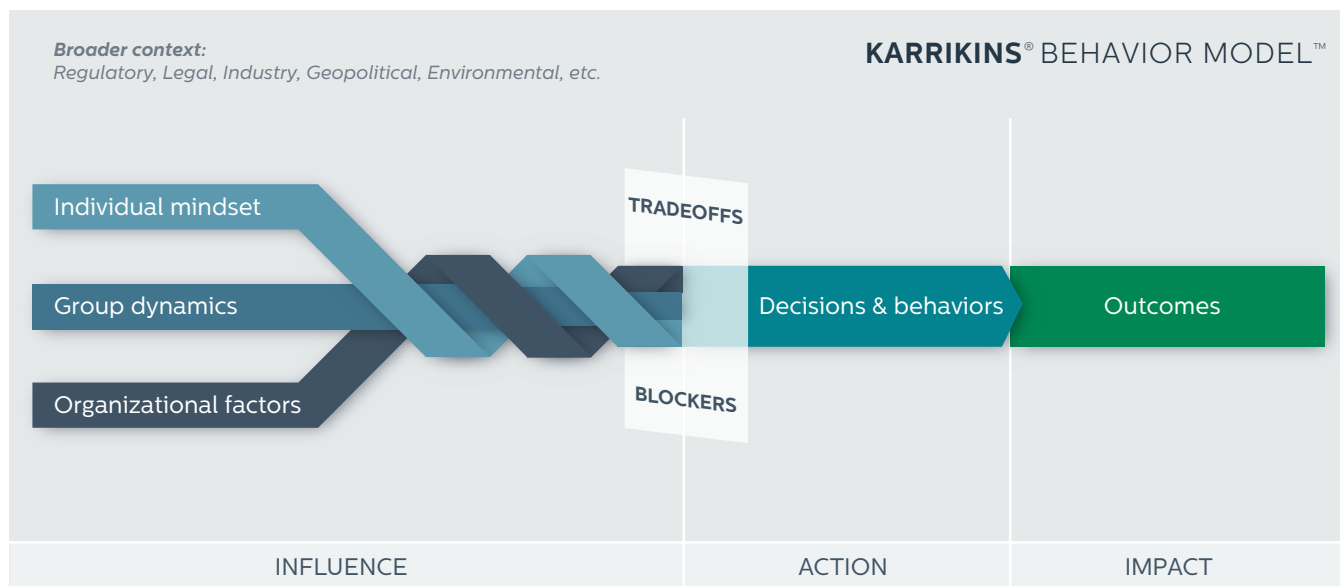
Prime, Define, & Spark outcomes



- > A completed **Diamond Triangle™**
 - Clarity in **HOW** to lead together
 - > Your team's **Alignment Blueprint™**
 - Leadership Ambition
 - Team Commitments
 - Alignment Map
 - > Targeted shifts in **individual mindsets** and **group dynamics** that need to be addressed
- > Improving the **quality of leadership decision making** and commitment
 - > **Driving more value** for customers and colleagues
 - > Accelerating **strategic outcomes**
 - > **Having some fun** together while doing great work

Changing how leadership teams deliver aligned outcomes is hard work.

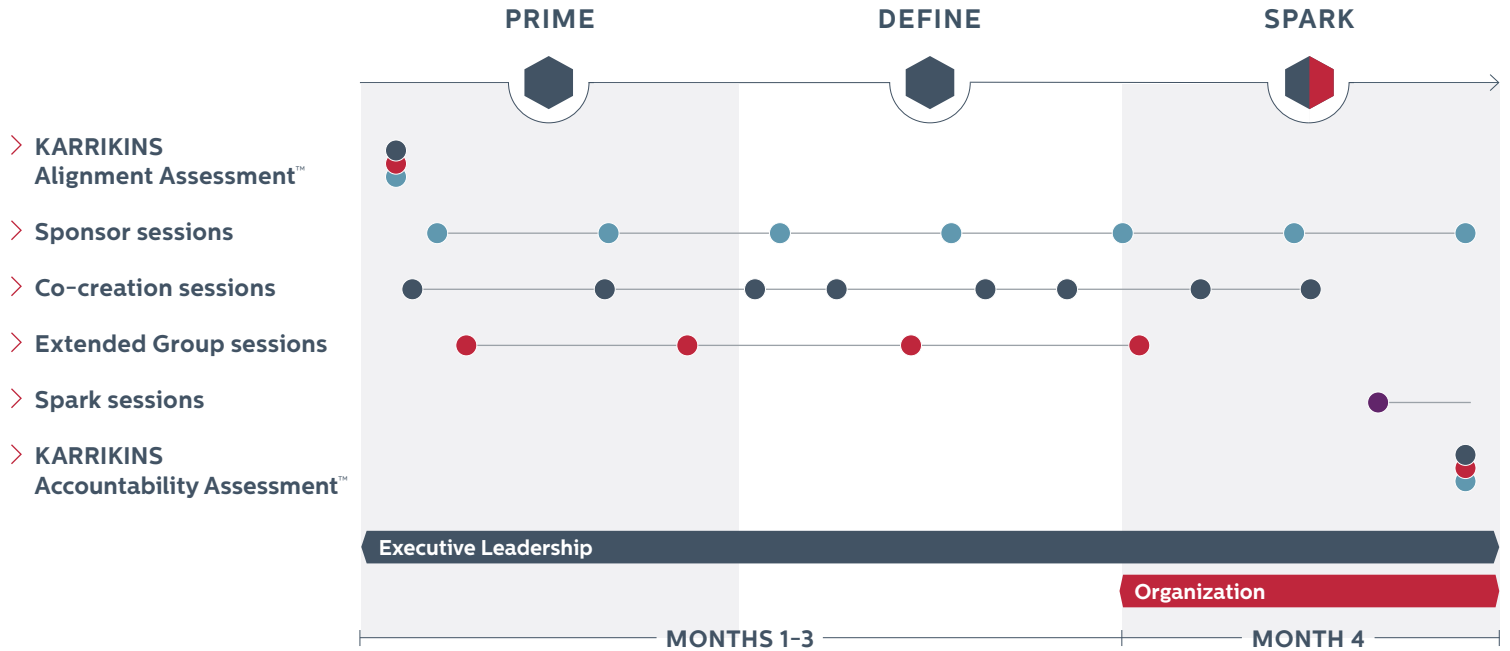
Leadership teams start to create *different* outcomes once they've clarified the behaviors that are driving *current* outcomes. Changing the desired outcome is not possible until the inputs of mindsets, group dynamics, and organizational factors don't change.



The role of senior leaders

This work is by you for you, not by us to you. Karrikins Group HOW Activators host engaging, generative sessions where as a team you design your Alignment Blueprint. Uncovering individual mindsets and group dynamics that are getting in the way of delivering on strategic goals can't be done by anyone other than the key decision makers at the most senior levels on the team. As a result, senior leaders must be fully engaged in the Alignment Journey. This is not work that can be delegated to others – everyone needs to make the time to do the work together.

*Do the hard work of defining
HOW to deliver together.*



What to expect

Over the next four months, you'll spend curated time in quality conversations with your colleagues:

- > **Karrikins Alignment Assessment™:** A short discovery survey designed to provide input for the Alignment Journey process.
- > **7 Sponsor sessions:** Time with the program sponsor and the senior team leader to provide feedback, prepare for the next step of the Journey, and continue to build self-awareness for individual shifts.
- > **8 Co-creation sessions:** Work with the Alignment Team to make mindsets, group dynamics, tradeoffs, blockers, and other key elements visible and therefore manageable for the team.
- > **4 Extended Group sessions:** Discussions with next level leaders where they participate in the process and contribute to the thinking.
- > **Spark sessions:** Time for the senior leaders to expand the reach of the Alignment Journey by engaging their people in deeper discussions of the work they've done.
- > **KARRIKINS Accountability Assessment™:** An ongoing survey instrument that helps show how alignment is perceived by the leadership team and next level leaders.

● Sponsor Team

The organizational sponsors engaging the Alignment Team to define and implement *HOW To Lead Together*.

Up to 5 members



● Alignment Team

The executive team co-creating *HOW To Lead Together* in the form of an Alignment Blueprint.

Up to 15 members



● Extended Group

The next level senior leaders who provide input to help shape the Alignment Team's thinking.

Up to 40 members



● Spark participants

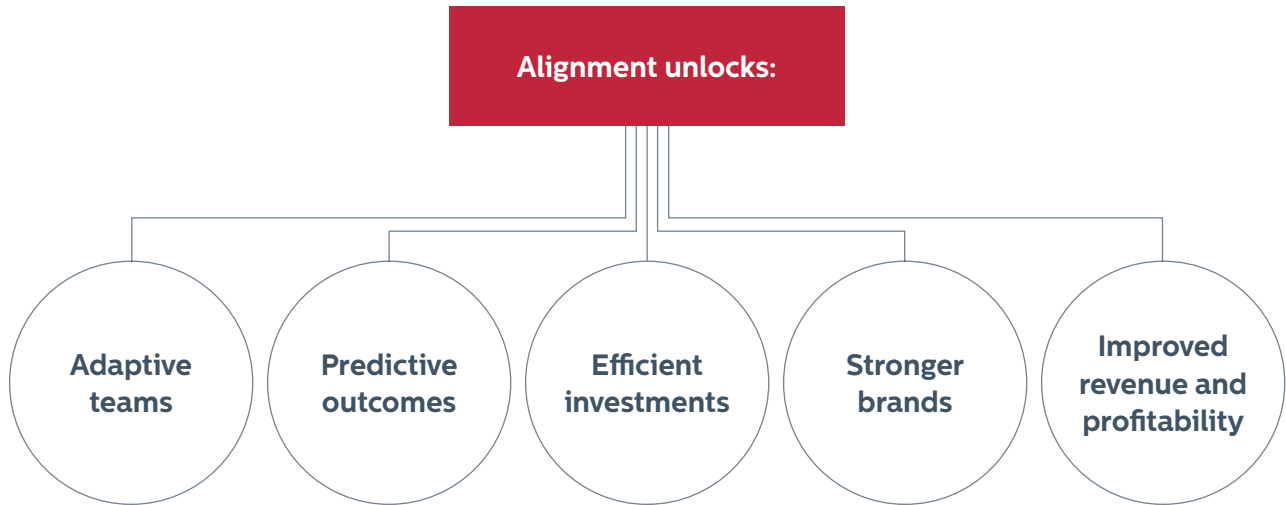
Additional next level leaders who can energetically work with Alignment Team members to bring the Alignment Blueprint to life.



Why your leadership team should complete the Alignment Journey

Because you simply can't keep working the way you've always worked as individual leaders and drive the results you are expected to deliver as a team.

- Leadership alignment is a key predictor of success.
- The speed of transformation is directly related to the level of alignment across the leadership team.
- Aligned leadership teams achieve more results faster than teams of individual leaders.
- Understanding how to deliver together removes ambiguity as an excuse for lack of action.
- Leaders have the most significant influence over how others in the organization show up – when they align, so do others.



KG | Alignment Journey
Powered by KARRIKINS GROUP

Are you ready to **align and activate**
your team to deliver on ambitious goals?

We look forward to talking with you about the Alignment Journey and how it can have an impact on your team. Driving new outcomes tomorrow means getting aligned today and delivering better together.





KARRIKINS
GROUP

We are **Karrikins**.

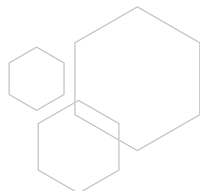
We're world-class facilitators, cultural changemakers, behavioral scientists, and experience creators, but above all, we're people looking to make a lasting and positive impact. With decades of diverse experience in helping companies set ambitious strategies and act on them, our leaders guide our collective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

Visit us at karrikinsgroup.com to learn more about our game changing alignment solutions for executive teams, delivery teams, and individuals who are ready to lean into the power of alignment to deliver on their most ambitious goals. Through our Alignment Institute we offer catalytic workshops, individual programs, and smaller group experiences.

KG Alignment Institute

KG Alignment Journey

KG Board Alignment



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