

Instructions:

Identify two people who would be great to connect with in a new way and make a plan for doing that. What are two curious questions you could ask them that would help expand your understanding of the business?

Example:

Susan wants to improve the sales management process in her growing firm. To date, everything has been tracked on homemade spreadsheets that each have their own formulas based on the responsible partner. The change she is trying to make impacts everyone in the firm in some way, starting with the five partners. She needs to align them to the desired outcome – a healthy, trackable, scalable pipeline that can be reliably reported (which they all agree they need.) Susan needs to re-establish a connection between the partners and herself, and between the partners and the effort. She decides to use her Alignment Accelerator skills to lean in.

She meets with each of the partners individually and starts with: *I'm curious about what you are curious about when it comes to sales management. What questions do you want answers to?* That framing helps her to uncover previously unacknowledged challenges and opportunities, and gives the partner the opportunity to sketch an ideal process. She then builds on that foundation to create clarity and connection to the new approach.

CONNECTION 1

*Who do you want or need to connect with in a new or different way?*

*How can you connect them to the business value of what you are trying to do?*

*What are two curious questions you could ask them?*

CONNECTION 2