

# Don't let misalignment hold you back from your most ambitious strategies

## Alignment leads to remarkable success for teams and companies.

However, misaligned leaders are one of the most frequently cited reasons for transformation failure, customer dissatisfaction, low employee engagement, and missed growth goals. Unfortunately, misalignment can mask early risk factors by letting leaders focus on lower level operational goals and 'business as usual' metrics.

### ALIGNED TEAMS:

*Aligned teams have shared clarity and connection to what they are doing and why, as well as how to do it together. And they share the commitment and courage to lead as a team in ways that help them to tackle the biggest challenges as a unified team.*

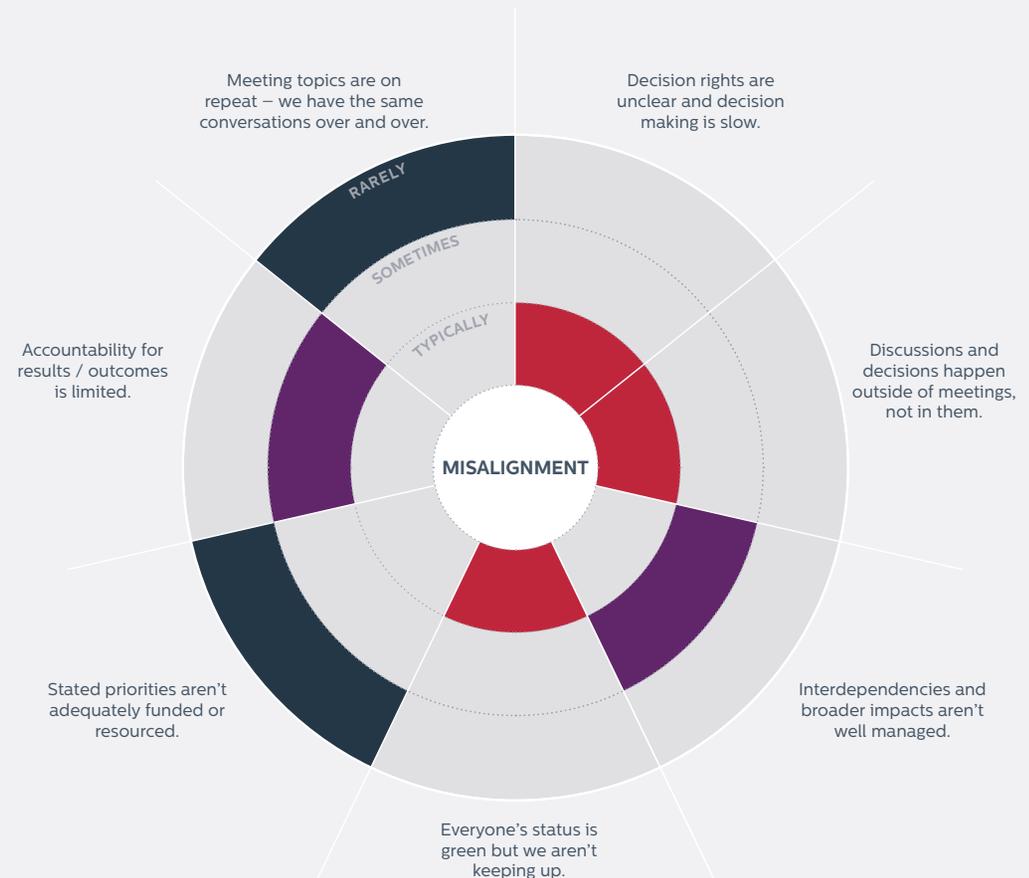
### MISALIGNED TEAMS:

*Misaligned teams prioritize success in individual areas and measure themselves against legacy metrics. Their meetings often circle around rote status updates and regurgitated decision making without real investment in transformation.*

## Identifying areas of misalignment is the first step in addressing it.

Our **Seven Signs of Misalignment™** are some of the common signs we see when we work with leaders in companies large and small, local and global, public and private. Teams who put in the work to honestly evaluate themselves and address their areas of challenge lay the foundation for alignment that can transform their leadership, their organizations, and their results.

## The KARRIKINS® Alignment Evaluation Tool™



## Seven Signs of Misalignment

### 1 Meeting topics are on repeat – we have the same conversations over and over.

If your meetings feel monotonous, it could mean there's a lack of clarity around and connection to how to move forward together. That keeps teams stuck in a loop, wondering why no one is doing what they said they'd do.

### 2 Decision rights are unclear and decision making is slow.

When decision making takes too long, it hinders progress, slows responsiveness to challenges, and leads to missed opportunities. This sluggish pace indicates a need for clearer communication, streamlined processes, or a more engaged approach to problem-solving.

### 3 Discussions and decisions happen outside of meetings, not in them.

This tendency diminishes the effectiveness of scheduled meetings, where collaborative decision making, brainstorming, and problem-solving should ideally take place. It breaks down communication and can lead to information gaps and even fuel animosity between team members who feel left out.

### 4 Interdependencies and broader impacts aren't well managed.

If leaders don't understand interdependencies it can lead to missed deadlines and struggles to achieve shared goals. Not appreciating these interconnections creates a significant hurdle for the team, making it harder for everyone to work together effectively.

### 5 Everyone's status is green but we aren't keeping up.

This often highlights a focus on short-term measurements and a neglect of longer-term ambitions that require transformative effort. It is a high-risk indicator of misalignment because it gives the impression things are 'fine' when they are far from it.

### 6 Stated priorities aren't adequately funded or resourced.

This mismatch between words and actions sends a signal that leaders are not fully committed. When budgets don't align with priorities, people assume leaders aren't serious and that they should feel free to do the same with their discretionary energy, effort, and time.

### 7 Accountability for results / outcomes is limited.

Accountability takes commitment and courage from a team. Limited accountability leads to uncertainty about who is driving the success or failure of team endeavors. That creates a risk that important goals may not be accomplished and that opportunities will be missed.

The *Seven Signs of Misalignment* webinar is hosted by:

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Managing Partner



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.

**Let's align and activate your leaders...**

**We'd love to hear from you and learn more about how you are working to transform in big and small ways.**

Say [hello@karrikinsgroup.com](mailto:hello@karrikinsgroup.com) to set up a **free 30-minute conversation.**

KARRIKINS® COFFEE BREAK

*Seven Signs of Misalignment*



OUR APPROACH

*Solving misalignment:  
The HOW of Leadership*

