

# MAKING THE INVISIBLE VISIBLE

Use the **KARRIKINS® Behavior Model** to consider questions that **help uncover the specific, visible, collective behavior changes** to move from Agreement to Alignment.

## GROUP SHARING

TAKE THIS TO YOUR COLLEAGUES AND **FIND OUT WHAT THEY THINK** WOULD HELP TO BECOME MORE ALIGNED AS A TEAM.

### TOPIC

What are 1 to 3 things that are **going unspoken or being avoided**?

What are 1 to 3 **mindsets** that get in the way? (biases, assumptions, beliefs, etc.)

1

2

3

What are 1 to 3 examples of challenging **group dynamics**? (discussion, debate, ways of working, etc.)

1

2

3

What are 1 to 3 **organizational factors** that get in the way? (processes, compensation, systems, structures, etc.)

1

2

3

What are 1 to 3 things **we do well** in this space?

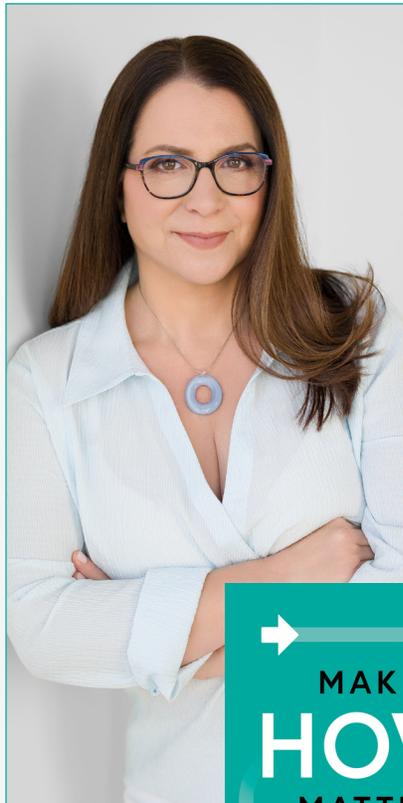
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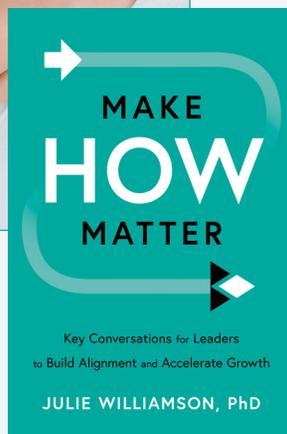
# Talk with Julie today about moving from agreement to alignment on your most ambitious goals!

JULIE WILLIAMSON, PhD – Managing Partner at KARRIKINS GROUP



Julie believes in the power of conversation to build a shared understanding of often ambiguous concepts like mission, purpose, values, strategy, transformation, and innovation (to name a few). And she knows that leaders are often not taught how to create the space for quality conversations **across** the business as they move into enterprise leadership roles. She wrote **Make HOW Matter** to be a leader's guide to aligning their teams and delivering together.

Julie is a seasoned speaker who can bring energy and focus to your team as you lean into the work of making HOW matter. If you are interested in booking her for a keynote or talking with her about a workshop for your team, reach out at [www.makehowmatter/julie](http://www.makehowmatter/julie) and say hello.



**MAKE HOW MATTER** is full of resources, tools, and frameworks for getting teams aligned to deliver together. You can purchase copies on Amazon, in bulk through Porchlight Books, and on Audible as well as other e-book and audio book platforms. All of the worksheets referenced in the book can be found at [www.makehowmatter.com/worksheets](http://www.makehowmatter.com/worksheets). If you'd like a workbook of all the resources that you can print for yourself, fill out the form on the webpage to request one.

KARRIKINS  
GROUP

MAKE  
**HOW**  
MATTER



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

We've observed that:

- Misaligned leaders contribute to sub-par transformations, declining growth, and inefficient investments
- Aligned leaders accelerate strategic success and exceed growth goals
- Enduring value creation in companies comes from aligned leadership teams

hello

Ready to have a MAKE HOW MATTER conversation with your team? We can help. Fill out our contact form or book a meeting at [www.makeHOWmatter.com](http://www.makeHOWmatter.com)