



LCSR Consulting, LLC

Leadership drives **Culture** which drives **Sustainable** business **Results**

Creating Leadership Alignment to Achieve Success

Introduction: Creating Alignment to Achieve Success

Change is constant in organizations today and the pace and enormity of change that businesses are facing can make it difficult to keep everyone on the same page moving forward together. It is a challenge that faces leaders at all levels of the company. Be it the implementation of a new strategy or vision, shifts in the industry or a changing competitor landscape, or simply the need to improve current systems and processes, what is clear is that companies and leaders that are aligned are more successful overall, and more so during times of great change.

So what is alignment? Simply stated alignment is a process of ensuring that through effective leadership all employees understand where the company is headed, are focused on the key initiatives that will drive business performance, know what it is they are personally supposed to do, and understand how that contributes to their team's success and how their team contributes to the overall company's success.

LCSR Consulting Alignment Process Overview

At LCSR Consulting we have a proven track record of helping leaders drive alignment throughout their organization and teams. And as with everything we do at LCSR Consulting, developing an aligned, high-performing organization is a collaborative team approach. The process is also customized to meet the needs of your organization. We do not believe in "off the shelf" standard answers. We believe that customized solutions provide the greatest opportunity for you to address the issues and challenges you are facing to achieve your goals.

The LCSR process for creating leadership alignment is depicted in the diagram below. It is a methodology (or "roadmap") for effectively creating alignment within your leadership and then throughout the organization. Each stage contains several specific steps and outcomes and utilizes several "tools" to ensure alignment starting with key leaders and then throughout the organization including:

- Understanding the strategy/vision/guiding principles
- Development and alignment of objectives and measures
- Clarifying roles/structure/decision making/workflow
- Understanding the expectations of leaders and employee
- Communication
- Follow-up

Leadership Alignment

