



TEAM **LEADER** TOOLS

Organization Alignment Tool

Organization Alignment Tool

Overview

What and Why

Your team's success is naturally tied to the success of the organization.

The team that does not align with and contribute to that success of the larger organization is on a short-term life path.

How

The following key actions can help your team discuss and ensure organizational alignment.

1. Discuss and define the concept of value proposition. Gain a mutual understanding of what the value proposition is for your organization.
2. Discuss and define the environment in which your organization operates. What are the key factors that impact your organization's success?
3. Discuss and define the organization's structure, including its leadership, key processes, legal structure, and technology. How does your team best interact and operate within that structure?
4. Discuss and define the contribution that your team makes and should make to your organization's success. Gain clarity and commitment to that contribution.



Organization Alignment

Contribute to a Higher Cause

If we do not contribute to our organization's success then we are a cost our organization cannot afford.



VALUE:

Do we know our organization's value proposition? What value does it create and to whom does it provide that value?

ENVIRONMENT:

Do we know the environment in which our organization operates – its market, customers, competitors, regulations, strengths, weaknesses, opportunities, and threats?



STRUCTURE:

Do we know how our organization is structured in terms of leadership, talent, systems, processes, and technology?

CONTRIBUTION:

Do we know how we can best contribute to the business success of your organization? Do your daily actions make a positive impact on the business?





Value Proposition

Discussion Template

V

Value Proposition

$$\text{Value} = (\text{Benefit} \times \text{Confidence}) - \text{Cost}$$

1

VALUE SUMMARY

How would we summarize the value proposition of our organization?

2

BENEFIT

Who is it that receives value from our organization and what value do they receive?

Who is the customer?

3

CONFIDENCE

What makes our organization uniquely capable to deliver the value to the customer?

What proof or evidence does the customer have that our organization will deliver?

4

COST

What is the cost, sacrifice, or risk that the customer must bear in order to receive the value our organization provides?



Environmental Pressures

Discussion Template

E

Environmental Pressures

What are the environmental pressures that our organization faces?

1 INDUSTRY/MARKET

How would we describe the industry or market in which our organization operates?

2 FINANCIAL

What are the financial pressures, constraints, and opportunities that our organization faces?

3 KEY FACTORS

What other key factors such as competition, legislation, politics, economy, etc. impact our organization?

4 SWOT ANALYSIS

(Assess your organization's Strengths, Weaknesses, Opportunities, and Threats).

STRENGTHS

WEAKNESSES

OPPORTUNITIES

THREATS



Organization Structure

Discussion Template

S

Organization Structure

How is our organization structured?

How does the structure of the organization facilitate success?

1 LEADERSHIP

Who provides leadership in the organization - formally and informally? Who makes up the leadership team? How would you describe the leadership talent?

2 BUSINESS PROCESSES

What are the primary business processes that enable the organization to deliver value and achieve its vision?

3 LEGAL STRUCTURE

How is the organization structured legally? How is it structured physically and geographically? Does the structure facilitate success?

4 TECHNOLOGY

What kind of technology is vital to the ongoing operation and success of the organization? How is that technology changing? Is the organization keeping up?

5 OTHER

What else is important to understand regarding the structure of the organization?



Team Contribution

Discussion Template

C

Contribution

How can I best contribute to the success of the organization?

1 COMMITMENT

How would we describe our commitment level to the cause, goals, and priorities of the organization?

2 CAPABILITY

How would we describe our relevant strengths as a team? What enables us the most to contribute?

3 CHALLENGE

Do we understand our role? Do we feel adequately challenged in our role? Are we comfortable with that challenge?

4 CONSISTENCY

Do we know how our daily actions impact the success of the organization? How compatible are our actions with the needs of the organization?

5 OTHER

What else should be discussed or clarified regarding our contribution to the organization?

