

PERFORMANCE AND CULTURAL ALIGNMENT

HOW TO ALIGN PERFORMANCE TO IMPROVE THE PROFITABILITY AND PREDICTABILITY OF YOUR COMPANY

Business leaders know that predictable results are difficult to obtain. Alignment issues in performance management, leadership behaviors and conflicting values systems conspire against predictability and improved profitability. Performance and cultural alignment are the leader's ability to optimize the performance of the team, to make their business more profitable and predictable.

To understand how to align your team, you need to analyze three concepts:



NUMBERS

The creation of a singular goal for the business that is translated into goals for every individual in the company so that they are aligned and an individual's impact on the organization is understood, including how Key Performance Indicators are optimally designed and used.



BEHAVIORS

How to get leaders to solve the root causes of problems as opposed to spending most of their time reacting to them.



BELIEFS

How do leaders make the core values of the company show up in daily behaviors between employees and your customers.

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SESSION OBJECTIVES

There are three objectives for the session that tie in perfectly with the ongoing trend to focus on improving a company's culture to get long term, sustainable results.

1. Point out areas in all organizations where some degree of misalignment exists
2. Introduce a concept called the Management Performance System, which begins to align the expectations of all employees towards the company's singular goal
3. Give the participants strategies and ideas that they can apply to their business to bring about greater alignment, leading to greater predictability and profitability



I have had the great fortune to lead a national CEO peer group organization for the past 5 years (consisting of over 500 small to mid market leading companies across the US) and have spent nearly 15 years listening to some of the top speakers in the world including Larry Bossidy, Jim Collins, General Jim Mattis, just to name a few and would put Andrew at or near the top of that list. Andrew provides a very high content presentation with numerous actionable take homes for the audience. One of my members even commented that Andrew was one of the best speakers he has heard in the ten years he has been involved in our network which is an incredible testament. I would highly recommend Andrew for organizations looking for a top notch speaker/consultant to help drive stronger execution around performance and cultural alignment.

*Rob Grabill,
Chief Executive Network*