



Leadership Alignment

Overview

In today's rapidly evolving business landscape, achieving alignment within your leadership teams is crucial for driving organizational success.

Combining our proven alignment methodology with live-action coaching centered around crafting a solution to address a pressing challenge your team faces. This process delivers both a sound solution and the development of critical leadership skills to foster alignment up, down, and across your organization.

- Improve decision-making processes and problem-solving capabilities.
- Enhance collaboration, communication, and trust among team members.
- Drive sustainable growth, innovation, and success for your organization.
- Increase clarity, focus, and alignment around organizational goals and objectives.
- Strengthen leadership effectiveness and resilience in navigating complex challenges and conflicting priorities.

"At Alaska Public Media, the investment in developing the leadership of myself and my team has been invaluable. Many of LeadershipSmarts memorable expressions are now a part of our corporate vocabulary. But more importantly, as we've put solid principles and practices in place, we are working smarter, more efficiently, communicating effectively, and enjoying a high level of collegiality."



ED ULMAN

Chief Executive Officer
Alaska Public Media

PRACTICAL TOOLS FOR POWERFUL LEADERSHIP

We make the hard work of inclusive leadership simple to understand and easy to do.

Program Details

Leadership Alignment with live-action coaching offers your leadership team both solutions and skill sets to support immediate and long term business outcomes.

This program is customized for your organizational needs and includes:

Initial Assessment: One-to-one interviews to identify key challenges and lines of authority to clarify each participant's role in the alignment and decision-making process. In addition, up to four planning sessions and development of customized agenda and participant assignments to maximize team sessions.

Team Sessions: One virtual orientation to preview upcoming events and assign pre-work to participants. One in-person team live-action coaching session using our alignment methodology to guide problem-solving and decision-making, ensuring that all relevant aspects are considered. Development and practice of inclusive leadership skills to achieve alignment and to foster alignment with stakeholders in their area of accountability.

One-to-one Coaching: Private sessions to help the team leader set expectations, empower the team, and sponsor initiatives that may emerge.

Follow Through Coaching: Quarterly virtual check-ins to monitor progress, address any emerging issues, and reinforce alignment efforts over time. One year access to our online Alignment Toolkit of downloadable resources, templates, and guides.



LEADERSHIP
SMARTS

+1 303 877 2057

info@leadershipsmarts.com

www.leadershipsmarts.com

PRACTICAL TOOLS FOR POWERFUL LEADERSHIP

We make the hard work of inclusive leadership simple to understand and easy to do.

Service Fees

Leadership Alignment live-action coaching is customized for your organizational needs and includes:

Initial Assessment: Up to four 60 minute planning calls for a tightly scoped project plan and team session agenda + one-to-one 60 minute interviews with each leadership team member (\$600 per interview).

Team Session: One 90 minute virtual orientation + one full day in-person live action coaching session (\$30K). Additional days or facilitators available (\$10K/day).

Coaching: Up to three 60 minute one-to one coaching sessions are included for the team leader/sponsor. Unlimited one-to-one coaching and meeting observation packages available (\$2000/month).

Follow Through Support: One year online access to the Alignment Toolkit and a hard copy of our bestselling book *The Art of Alignment: A Practical Guide to Inclusive Leadership* for each participant. Optional series of three 2 hour virtual check-in calls spaced 2-3 months apart (\$12K).

Additional Considerations: Travel expenses, printing, and supplies are not included and will be billed separately as incurred plus a 10% admin fee. This entire engagement can be completed virtually, however, if the engagement is delivered onsite a prorated fee of \$2500/travel day/facilitator will be added.

Fees are for scoping purposes only. Please reach out for a customized proposal.

Confidential ~ Not for Distribution ~ Expires 12/31/24



LEADERSHIP
SMARTS

+1 303 877 2057

info@leadershipsmarts.com

www.leadershipsmarts.com