

Alignment Program

What is the Alignment Program?

McGhee Productivity Solutions' Alignment Program guides teams through a proven process to develop an annual strategic plan that inspires and motivates accomplishment. An MPS consultant helps guide leadership teams to create a strategic plan that reflects the company and team's mission, vision, and values, and creates SMART goals and objectives for each member of the team. The process is sustainable year-after-year. This program is a unique experience in strategic planning because it focuses on celebrating wins, course-correcting what didn't work in the past year, and looking ahead to gain Alignment for the coming year's goals and objectives.

The Alignment Program is a three-phase process. Interviews can be conducted with colleagues prior to the session to ensure participants are getting an outside-look on how to be their most productive. In the first phase, an MPS facilitator spends 2 hours aligning with key stakeholders on how to best to prepare the team, and 4-8 hours facilitating a Straw Man with key leaders to prepare for the off-site retreat. The second phase is a 1-3 day off-site retreat where the team collaborates and aligns with the strategic plan. Sustainability is the final phase in which an internal coordinator is trained on the process and access to Online Learning materials are provided.

Key Issues Addressed

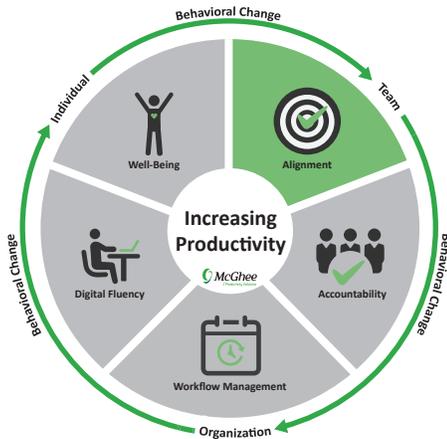
-  Unclear or conflicting job descriptions and/or roles
-  Difficulty cross-functioning for individual or team initiatives
-  Reaching a state of agreement, but never feeling fully aligned
-  Team members failing to stay accountable to their goals and commitments

Key Results

-  Clear understanding of what each person's role is in the team
-  Open and honest communication channels, creating a stronger team dynamic
-  Reach a state of true Alignment among everyone on the team
-  Identify metrics to track the achievement of individual and team commitments

“The Alignment Program has helped me see first-hand the power of a vision, alignment, and planning in driving a team of this size, managing managers, and driving change in the organization.”

- Larry Clark, Technology Industry



High Performing Teams

This program creates a high performing work team that is aligned, focused, and able to say no to activities that don't support their meaningful goals. By learning from the past, celebrating wins, and acknowledging disappointments, participants become aware of patterns that have limited them and the organization. Through this process, the team can shift this awareness into positive behaviors that create higher levels of accountability, responsibility, and results.

Results from Previous Participants

43% increase in using Outlook to track delegated tasks

28% decrease in employees reporting they cannot manage all their tasks

Course Outline

Preparation

- Leadership and key stakeholder alignment
- Straw Man is completed to create strategy and goals
- Team is introduced to the concept of the STP (internal marketing)

Retreat

- 1-3 day retreat is held for every person on the team, even key advisors
- Review previous year for celebrations, disappointments and course corrections
- Alignment and context on goals and objectives

Sustainability

- An internal coordinator is trained to ensure sustainability of plan including onboarding of new employees, administration, and surveys
- Sustainability is promoted through access to Online Learning materials in our McGhee Learning System

