



# The Executive Team Alignment Programme -ExecuTAP™

The keys for Successful  
Strategic Implementation



## Executive Alignment

- ▶ Alignment at the level of an executive team; a capability and principle of the team in how they will conduct themselves
- ▶ Team members with shared understanding and commitment to a course of action, a vision, a strategy, and/or a result
- ▶ A way of being for a team that allows for sustained momentum along any course of action
- ▶ A focus on team members' relationship to decisions and to the full expression of themselves as part of the process to reach decisions



# Implications of Being an Aligned Team

There must be:

- ▶ A shared understanding of what we mean by alignment
- ▶ An understanding of the decision-making process on the team
- ▶ An understanding and an appreciation for straight talk, and an agreement to have straight talk be a principle of the team
- ▶ A commitment to each others' success



# The Seven Pillars for Successful Strategic Implementation

- ▶ CEO/Senior Executive Ownership
- ▶ Executive Team Alignment
- ▶ Compelling Future
- ▶ Structures for Fulfillment
- ▶ Engaging and Mobilising Stakeholders
- ▶ New Leadership Capabilities
- ▶ Cultural Readiness





# ExecuTAP™ Introduction



## The Alignment Process: The Benefits

### An aligned executive team

- ▶ Aligned on something
- ▶ A team
- ▶ A compelling future
- ▶ A shared understanding of where the company is and where it aspires to be
- ▶ An experience of working together to create the future



## The Alignment Process: The Benefits *continued*

- ▶ At least a high-level “how are we going to get there”
  - ▷ A high-level plan and next steps for taking it to the organisation
  - ▷ A beginning plan for what to do next
- ▶ An appreciation for what it is going to take to get there
- ▶ A team commitment on getting there





# Typical Structure for an Alignment Programme



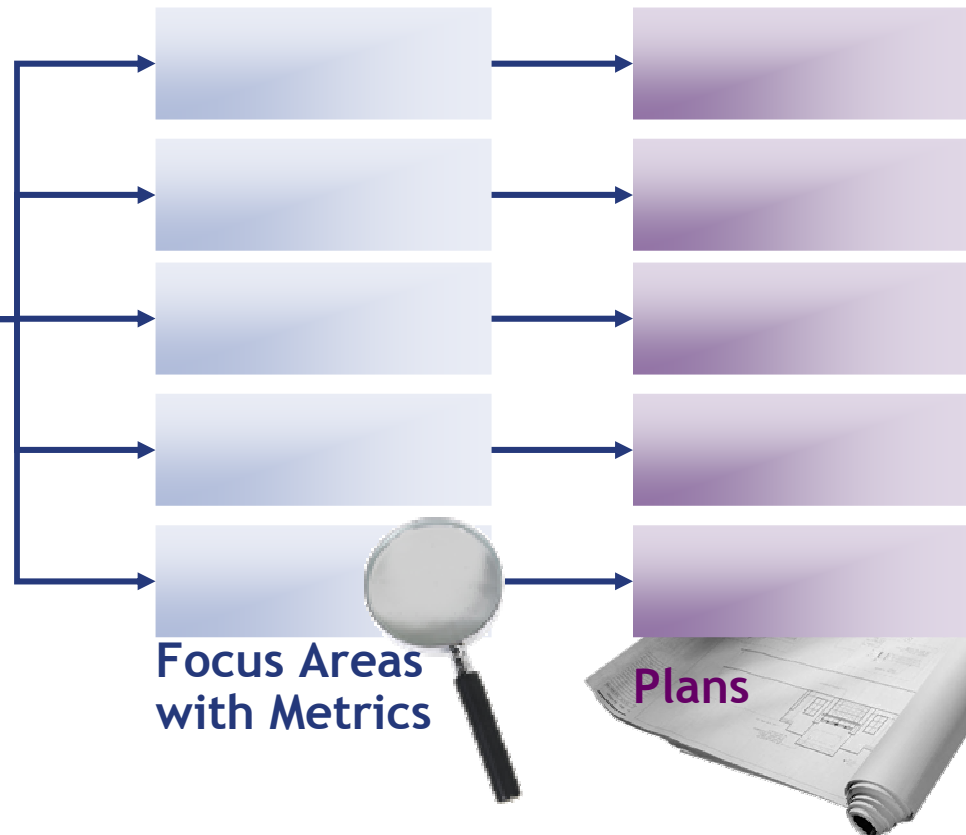
# Structures for Fulfillment



Vision



Strategy



Focus Areas with Metrics

Plans

A background image showing a flock of birds flying in a V-formation against a cloudy sky.

## Beyond the ExecuTAP: Potential next steps for Manifesting the New Future

- ▶ Coaching the CEO
  - ▷ Keeping the team aligned
  - ▷ Staying the course
  - ▷ Dealing with changes
  - ▷ Engaging the organisation
- ▶ Coaching the executive team
  - ▷ Attending meetings
  - ▷ One-on-ones
  - ▷ Their organizations
- ▶ The Next Levels
  - ▷ Team alignment (NextLevelTap)
- ▶ Engaging the organisation
  - ▷ Developing the internal team
  - ▷ Providing direction
  - ▷ Middle Managers
- ▶ Leveraged focus areas
  - ▷ Team alignment
  - ▷ Coaching the team
- ▶ Culture change (Changing the Drift)

