

# The Alignment Process

*Aligning people, processes and systems to mission, values and vision*

## Alignment 21<sup>st</sup> Century Innovation in Leadership

Presented by:  
Dr. Bob Chiron  
Joey Davenport

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### Objectives for Today

1. Create an understanding and value for alignment
2. Utilize the *Business Effectiveness Planning Process*
3. Identify the *Five Keys for Executing Alignment* to unleash your full potential

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### Setting the Stage

- “Living the Good Life”
- “The Secret of Life”
- Our Mission – creating I.C.M.G. meetings

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**Every organization is perfectly aligned to get the results it gets.**

*- Dr. Bob Chiron*

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**What is Alignment?**

**Alignment is the fit of people, processes, systems and structures to achieve sustainable results.**

*- Dr. Bob Chiron*

**Everyone moving in the same direction, with free choice.**

*- Mitchell C. Beer, CLU ChFC, Managing Partner*

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**Paradigm Shift**

Compliance → Alignment

Knowledge → Application

**Alignment is important for an organization to achieve the results it desires.**

**It is leadership's responsibility to create and act on alignment.**

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### What are the Benefits of Alignment?

- It defines who we are
- It defines how we make decisions
- It defines standards and expectations
- It builds leadership
- It creates sustainability

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### How do we create Alignment?

- Utilize the **Business Effectiveness Planning Process**

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### Business Effectiveness Planning Process

Mission *Why we exist*

Values *Who we are*

Business Roadmap *Provides the bridge from our mission to results*

Alignment *Agreed upon mission, values and business roadmap*

Personal Responsibility *Unleashing the involvement and potential of each person*

Measurable Results *Sustainable quality performance*

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## How do we measure Alignment?

### CMAMA

Moving from Intentions to Actions

1. Clearly stated?
2. Meaningful?
3. Achievable?
4. Measurable?
5. Agreed upon?

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## Network Office - Implementing Alignment

- Organization Mission
- Organization Values
- Business Roadmap
  - Critical Success Factors or Areas of Focus
  - Core Competencies
  - Vision
  - Key Business Processes
- Commitments/Initiatives (network office plan and 5 drivers of growth)
- Key Measurements of Improvement

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## Five Keys for Executing Alignment

1. Commitment planning ensures results
2. Activity is the demonstration of commitment
3. Capture "true desires" – what you really want upon which you will execute
4. People do not resist change – they resist the losses associated with change
5. Breakthroughs only occur when you are "standing in the heat"

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**F.U.E.L. for your Network Office**

- Focus
- Urgency
- Energy
- Leverage

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**Closing Thoughts**

- A closing tribute to Excellence
- Who did we have the opportunity to I. C. M. G today?

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