



# CHANGE THE WAY YOU ALIGN



This tool is part of The Changing Leader Series, created by 5.12 Solutions Consulting Group.

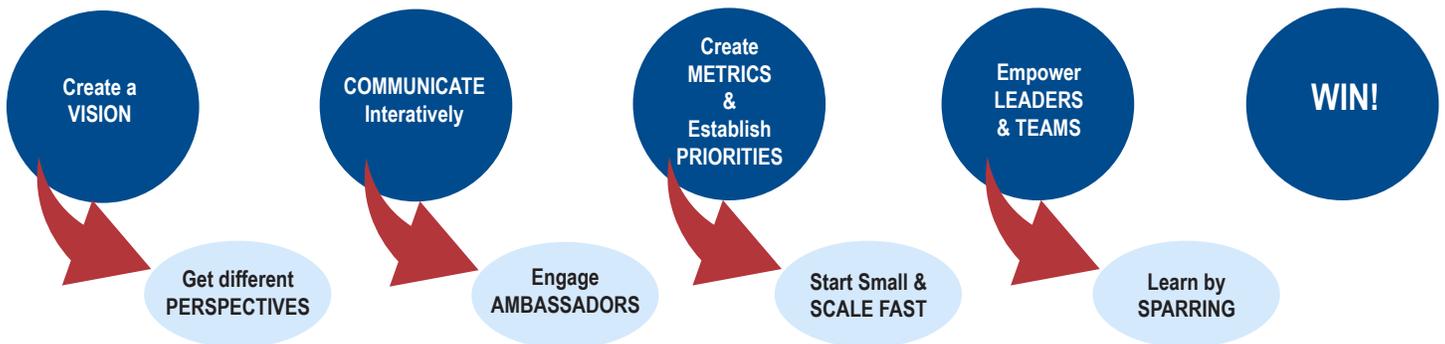
## Pre-COVID Alignment

Pre-COVID, we knew how to create alignment between our teams and our organizational mission. We worked, tested and practiced the ownership building techniques for years. Many of us had gotten pretty good at it.



## NEW COVID Alignment

Now, in the midst of a global pandemic that has rocked our economy and changed the way we work, leading teams to alignment is different.



Get different PERSPECTIVES

Think radically different about including new voices who can contribute to how you roll out your plan.

Find people who have a different point of view and will challenge your thinking on how to communicate your plan effectively.

Engage AMBASSADORS

There's a tremendous opportunity to engage people faster if you broaden your change agents throughout the organization.

Instead of relying on the traditional and hierarchical approach of cascading information from top to bottom, find the true influencers in the organization, whether they have a leadership title or not, who can help spread the word and evangelize for change.

Start Small & SCALE FAST

Start with small experiments and intentionally note learnings. Ask yourself, "What do I believe about the current situation and how might it be wrong?"

Then, revise your approach and scale quickly.

Overcommunicate at every turn, sharing your rationale for changes and engaging people in dialogue.

Learn by SPARRING

1. What has gone well in the past 30 days that we can celebrate?
2. What roadblocks or obstacles currently exist?
3. What are we learning? What course corrections need to be made?
4. What is the next 30-day plan of action?



# CONSIDER HOW YOU CAN CHANGE THE WAY YOU ALIGN

With a vision in mind, map the following process for a new way to align. Consider what it might mean to your results when you implement this new method?

