



# Rapid Team Alignment

**The most significant human achievements are the result of a group working together towards a shared objective.**

As leadership expert Robert Hogan points out, if effective teams can be established and maintained, positive organizational outcomes will emerge. When teams fall apart, an organization experiences lower productivity, lower morale and other negative consequences.

Unfortunately, in many organizations today, senior teams are not teams at all, but rather a group of functional and business unit heads with little inclination or incentive to cooperate or work with one another.

However, when an organization's leaders become effective team leaders and create real, aligned and motivated teams, powerful things happen: Trust is built, barriers are broken down, differences are leveraged rather than discouraged and creative solutions overcome past limitations. This creative energy catalyzes other teams into high impact performance mode, and culture begins to empower rather than impair real leadership.

WJM Associates offers a rigorously customized Rapid Team Alignment program designed to provide practical, long-term solutions to the specific business challenges faced by senior management teams.

## WJM's Rapid Team Alignment Program:

- Ensures team buy-in to the team's priorities.
- Identifies and communicates expectations of each individual to improve the ability of the team to meet its goals.
- Clarifies individual team members' roles and responsibilities and the most significant obstacles that must be overcome.
- Provides a concise scorecard to use to monitor progress to meet business goals.

## Client Success

*"I believe WJM's Rapid Team Alignment process has made a major contribution to our ability to perform and meet aggressive business goals. We are truly working cross functionally rather than in the silos that so often defined out past. We are a stronger, unified team able to meet diverse, simultaneous challenges that would have taxed our capabilities before. In fact, WJM's process has been successfully cascaded across the organization with several issue specific teams working on business, culture and people issues."*

- President, major telecommunications company

**Unlike traditional "teambuilding" events that impart fleeting and vague notions of "teamwork" and "trust", WJM's Rapid Team Alignment process focuses exclusively on how relationships between team members are supporting or undermining real business objectives. WJM assists the leader and his/her team in increasing understanding and consensus regarding each executive's priorities, roles and work loads, and how best to achieve maximum alignment, particularly where members depend on each other to achieve the team's shared goals.**

## How WJM Associates Brings Quality Control to Team Alignment

### Faculty

WJM's highly experienced faculty of over 100 professional organizational development consultants and executive coaches allows for greater adaptability in complementing the Rapid Team Alignment program objectives. We understand the drivers of individual and team performance and how those drivers produce real results.

### Experience

WJM puts great emphasis on choosing consultants with direct business experience and a strong, real world understanding of corporate dynamics. In fact, many of our Faculty members have proven track records in senior corporate positions in industries similar to those of WJM's clients. WJM has received consistent positive feedback from clients who appreciate that WJM's services are delivered from experience, rather than just theory.

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## Account Directorship

WJM offers experienced Account Directors (ADs) who serve as strategic partners to our clients. Our ADs collaborate closely with line managers and human resources executives to define requirements and success factors, while establishing the most comprehensive and strategically effective approach to team alignment. ADs serve as 'project managers' for all Rapid Team Alignment assignments. They ensure that the process is moving forward appropriately and that all deadlines and expectations are being met. They provide monthly "report cards" on each specific engagement, providing to HR and management an overview and status update against established goals and developmental action plans.

## Serving the Organization

While we aspire to address the individual and team development needs, we never lose sight of the fact that the executive and team functions within an organization that has commissioned our services. Our faculty are deeply committed to helping individuals lead better lives, but they are only successful when that benefit comes in addition to meeting specific organizational objectives and delivering significant bottom-line value.

## Measuring and Guaranteeing Results

WJM's Rapid Team Alignment is custom-designed to deliver observable bottom line value to the company in a short period of time. We monitor improvement using reliable, objective measures of change. Results are tracked against performance measures and are guaranteed by WJM.

## WJM Clients

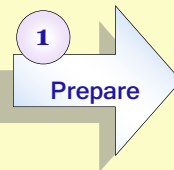
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- Celgene
- Citigroup
- Cordis
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- DuPont
- Eaton
- GMAC Financial
- Goldman Sachs
- Home Box Office
- The Interpublic Group
- Johnson & Johnson
- J.P. Morgan Chase
- LG Electronics
- Lockheed Martin
- MasterCard
- McGraw-Hill
- Merrill Lynch
- Montana State University
- Morgan Stanley
- MTV Networks
- Motorola
- NewPage
- Nielsen Media Research
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- Pepsico
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- Schering-Plough
- Sprint Nextel
- Time
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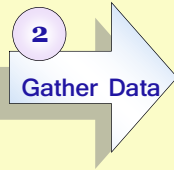
WJM ASSOCIATES, INC.

Enhancing Executive & Organizational Effectiveness

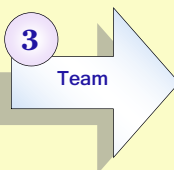
## The WJM Rapid Team Alignment Process



WJM consultant(s) meet with the team's leader to review the team alignment program goals and develop objectives of the team from three perspectives: the team leader, the team, and the individual executive. WJM focuses on determining the overall methodology for the team alignment program and defining specific measurable outcomes.



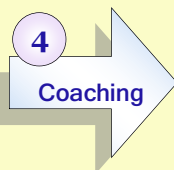
In order to measure the impact of each executive on the collective productivity of the team, WJM Associates gathers assessment data to generate a profile of individual and team strengths and developmental objectives. We utilize interviews and proprietary tools that assess team alignment, team member engagement, and team member developmental strengths and challenges. The assessment results allow the team to determine how to best accomplish goals, generate working norms and build cohesion around a common objective. Our process allows us to focus on the behaviors that drive success and collect metrics around objectives and accountability.



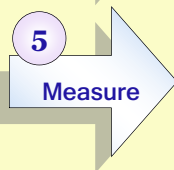
In advance of the workshop, WJM conducts prep work with each individual team member so that the workshops are meaningful and targeted.

In a team workshop setting, WJM Associates works with the team to:

- Define the strategy, vision, mission, values and plans that are unique for the team.
- Determine role, responsibilities and expectations of the team members individually, and as a collective whole.
- Develop procedures for solving problems, making decisions, communicating, managing conflict and evaluating and measuring performance.
- Enable positive relationships, through mutual trust, support, inclusion, listening and feedback.
- Maximize the team leader's personal credibility while maintaining their strategic focus, establishing clear expectations, developing team members, managing change and resolving conflict.



In some cases, team members may desire additional counsel to reach their objectives. In these cases, WJM offers both individual and Strategic Team coaching to address specific challenges.



WJM's process allows for the measurement of progress on the team's top business priorities. Mini-surveys/assessments are employed to measure progress. Results are presented to the team to maintain focus and adjust the course, if necessary.

## About WJM Associates

WJM was founded in 1996 by William J. Morin, a renowned authority in executive development and the former CEO of Drake Beam Morin, Inc., one of the world's largest organizational consulting and career management firms. Today WJM has an unsurpassed track record of successfully assisting both Fortune 500 and mid-sized companies in achieving continuous and measurable improvement in the performance of their executives, teams and organizations. Our services include assessment and coaching for individuals and teams, as well as large-scale change efforts, including post-merger integrations, succession management programs and many other initiatives. WJM has an extensive faculty of over 100 professional executive coaches, organizational psychologists and other experienced consultants located around the world that are prepared to address the particular needs of an individual executive, his/her team or the entire organization, whatever the industry, location, corporate culture or language.

For more information, please call 1-877-667-4647 or visit us at [www.wjmassoc.com](http://www.wjmassoc.com).

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