



# Team Alignment Program

Designed for 21st century leaders and their teams



**HRS Business**  
Transformation  
Services

# Team Alignment Program

**Our Team Alignment Program (TAP) is designed for 21st century leaders and their teams who want to master a crucial success factor in today's business environment: the ability to create people alignment within and between teams.**

The program teaches you how to **build teams that deal successfully with different opinions, visions, and cross-cultural backgrounds**, and that are able to collaborate successfully **within complex and fast changing environments**. The program creates a way of collaboration that boosts your team's responsiveness, adaptability and execution power.

You receive **hands-on insights and tips** that are **based on more than 2 decades of in-depth experience** in supporting executives, leaders, and their teams, in national and multinational environments. Tips and models that have proven their success in various businesses.

## Eight results the Team Alignment Program will help you achieve

1. Increased mutual trust and openness between people and teams
2. Better mutual understanding of different visions, opinions, and ambitions
3. Increased cross-cultural effectiveness of yourself and your team
4. Higher level of innovative thinking and adaptability to change
5. Stronger cross-team collaboration
6. Better and faster decision making
7. Team members who own decisions based on real commitment
8. Strong basis for successful execution of decisions

## From Alignment to Results

Our approach is based on a **high level of interaction, a direct link with your business reality, and learning by doing**. The content will continuously be linked to your situation.



### Session 1 (1 – 3 days):

You receive insights, tips, and tools to strengthen your team's alignment. The session will consist of three key elements that will be tailored to your business reality and needs:

#### a) Mastering the key leadership traits that create people alignment

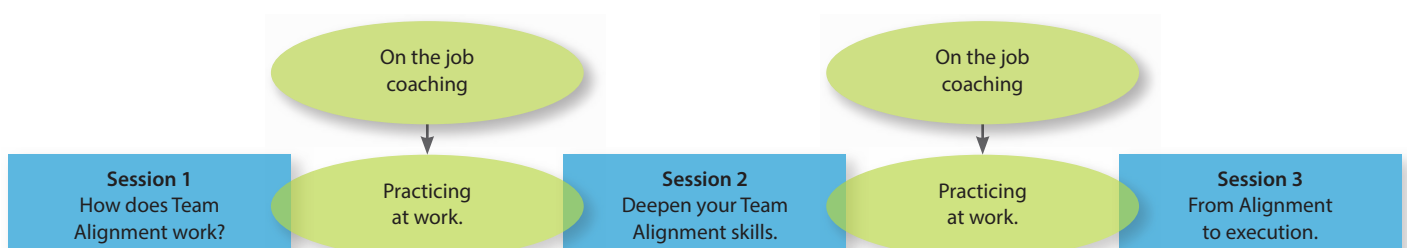
Creating successful teams depends heavily on your ability to create people alignment. Understanding what people alignment is, its key ingredients, and how to develop it effectively, is a crucial leadership quality.

Sample of topics:

- How does people alignment work?
- How to influence people alignment positively?
- How to strengthen your people alignment skills?
- How to develop your personal 'alignment sensors'?

#### b) Building team alignment

Creating team alignment is a process with different stages. It is essential to recognize these stages, to recognize the mechanisms that take place in your team's behavior, to recognize potential signals of a lack of alignment, and to respond effectively to these signals.





Sample of topics:

- How to create respect, trust and openness within your team?
- What are signals of a lack of alignment?
- What mechanisms take place in the behavior of your team?
- What are the different stages of team alignment?
- How to guide your team through these different stages?

#### c) Strengthening cross-cultural team alignment

Cross-team collaboration is becoming more and more important in today's business reality. Understanding cross-cultural differences plays an increasingly crucial role in creating effective cross-team collaboration.

Sample of topics:

- How to recognize cross-cultural differences?
- How do these affect collaboration between people and teams?
- How to strengthen your team's cross-cultural awareness?
- How to develop effective cross-cultural collaboration within your team and with other teams?
- How to reconcile cross-cultural differences?

Session 1 will result in: improved alignment skills; stronger team alignment; jointly defined **team action plans**; jointly selected set of **team operating principles**.

After Sessions 1 & 2 the skills, action plans and team operating principles are put into practice. This is accompanied by 'coaching on the job'. The practice periods take approximately 2 – 6 weeks each.

#### Session 2 (1 day):

Creating team alignment is a process. In Session 2 the alignment insights and skills are deepened based on the experiences from the practice period. Team operating principles are evaluated and action plans reviewed. Your business reality and the characteristics of the team are essential in this development process.

#### Session 3 (1 day):

In this session the experiences and learning points are further refined with the focus on 'from here forward'. The action plans are reviewed to maximize a successful execution. The team is now fully equipped to roll out the action plans and improve its team performance in a sustainable way.

### Receiving your personal People Alignment Compass

During the program participants will receive their own **People Alignment Compass booklet**.

The People Alignment Compass contains tips and key questions that guide you as you develop your personal 'alignment sensors'.

The booklet is a valuable support in translating the people alignment principles into successful leadership and team behavior.

## Your facilitator/coach

Aad Boot will facilitate the Team Alignment Program. Aad is founder and managing partner of **HRS Business Transformation Services** where he advises business leaders of some of the world's leading companies in three key areas: **leading complex change, post-merger integration, cross-cultural leadership**. For more than 22 years Aad has been working internationally supporting his clients (including for instance ABInBev, Amgen, ASML, Johnson & Johnson, HP, Microsoft, Rabobank) with a unique combination of professional competencies in the field of **Business Consulting, Change Enablement, People Development and Executive Coaching**.

Over the years Aad has worked with numerous leadership teams internationally, across different cultures. His interpersonal relationship skills and enthusiasm, combined with a pragmatic approach, and strategic business sense, put people at ease and inspire participants to get the most out of themselves and their teams.



## What participants say about this program

*"It is powerful how Aad brings these alignment principles directly back to our business reality. It makes it easy for us to recognize our areas for improvement, individually and as a team."*

*"We should have had these alignment discussions in our team a long time ago. It would have saved us a lot of time and irritation."*

*"Never believed we could make such progress in such a relatively short period of time. Our discussions and decisions are better now. There is real commitment, where there used to be compliance. Glad we took the time to do this."*

*"Great program! The people alignment concept is crucial. It fundamentally changed the way I perceive and react to situations. I definitely believe this will make me more effective as a leader."*

*"High level of energy in the room. Aad lives what he is preaching. Very inspiring! A real pro."*



Maybe you need team alignment skills and team development as part of a broader transformation process (eg post-merger integration; reorganization; strategy execution; geographical expansion). In that case we can support you by combining this program with one or more of our other business transformation services.

## Get a tailor made proposal

Contact us for more information and to receive a tailor made proposal. We'll be happy to discuss your situation and needs with you.

Visit [www.leadershipwatch-aadboot.com](http://www.leadershipwatch-aadboot.com) for more information on our services.

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