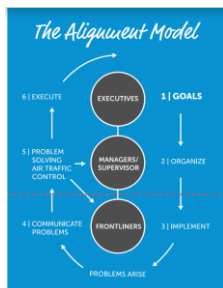
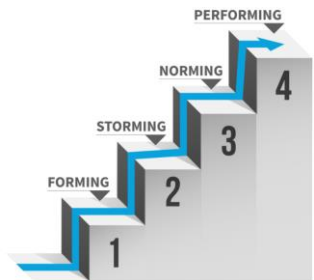


# THE ALIGNMENT MODEL

The success that we have had a Team Real World is primarily because of the model that we teach our clients on how to get organized, how to provide clarity, and how to empower their managers, supervisors and front-liners. We have tried and proven that this model works across different industries and companies of all sizes. We believe strongly that wherever there are 2 or more people working together, they are bound to get disorganized and unaligned. The more people and the more complex the personalities, the more unaligned they become. This model, which we proudly call “The Alignment Model”, is a powerful combination of skills and techniques to help business owners and managers get aligned and engage their teams to greatness.

## 1. THE 4 PHASES OF TEAMS

- How to help managers form their teams and keep their teams united
- How to help supervisors guide their teams through the storms of disagreements and conflict
- Helping managers and supervisors get everyone on the same page by having simply and clear processes and decisions that everyone can rally around and practice.
- How to develop metrics and reports that help the leaders recognize top performers and how to train those that need help to improve.

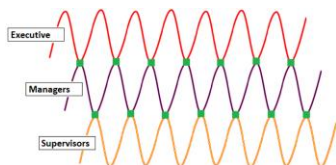
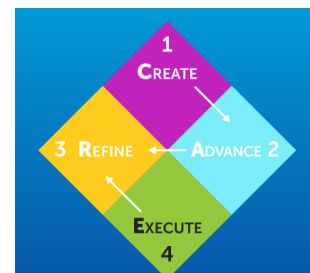


## 2. EVERYONE UNDERSTANDS AND STAYS WITHIN THEIR ROLES

- Executives are to speak and focus on executive goals and not manage initiatives
- The middle managers are the ones who are supposed to organize all initiatives and work across department lines to get all teams aligned
- Middle managers and supervisors are to “tap into” their staff and get feedback on their ideas and insight, and identify the many problems that keep them from performing.
- Supervisors and managers are to determine which problems should be fixed by the staff, by department managers and which should be proposed to executives for senior level decisions.

## 3. USING THE CARE MODEL OF COMMUNICATION TO ALIGN ON DECISIONS

- We all have a preferred style with which we make decisions and we often ignore they style of others.
- In order to make aligned team decisions, we have to follow the CARE model and be on the same page. Unfortunately, we all jump around the decision-making process and create unnecessary conflict and tension.
- We help leaders recognize their leadership style and learn how to stay “on the same page” as they make decisions and implement solutions.



## 4. CREATING AND SUSTAINING YOUR RHYTHM OF COMMUNICATIONS

- Not only do we have differing styles of decision-making, we all tend to make decisions differently throughout the week, and we are not making decisions at the same time as others.
- We try to have meetings to address this but often times these meetings don’t go well.
- We train leaders how to have 2-3 key meetings throughout the key where the vast majority of issues are addressed and where they all know they are part of the process. They all have to have 1 executive meeting, 1 middle manager meeting and each manager meets with their team. Everyone stays consistent and all issues move up and down the rhythm.