

A successful organization is one where all the parts are working together (are in alignment). These organizations are innovative, customer responsive, and prevent fires – they're not spending their time putting out fires. The diagram below provides a theoretical model that will allow management to understand the source of their problems and you can provide the solutions.

STRATEGY - *What's your game plan?*

If you want to accomplish something that means you need to do something differently – that's change. Has the organization defined success, where they want to go, what they want to accomplish?

STRUCTURE - *Does the structure support the strategy?*

Many times when something isn't working, organizations change their structure rather than address the real problem.

PEOPLE - *Do they have the attitudes, skills, and knowledge to implement the strategy?*

Do you have the right people in the right places, doing the right things for the right reasons? Are they aligned with your strategy?



PROCESS - *Do your processes support your strategy?*

We look at the way the work flows: how much time to produce a product, waste measurement, etc. Again the key is alignment. If the strategy is low cost, quick turnaround, but the processes don't support it, your strategy is dead.

REWARDS - *Do your rewards and recognition support your strategy?*

For example, if the strategy is team based but you're only rewarding individuals, the strategy's dead.

LOYAL CUSTOMERS & RESULTS

All of this feeds the heart of your business! If all you are measuring is profits, how does that support creating loyal customers?

LEADERSHIP - *How would you define the between Leadership and Management?*

Leadership has to do with the future - innovation - where are they headed - determining what the right things to do are. Management's role is to do the right things.

Don't Delay. Call Today!

Which points are out of alignment or missing in your organization? Let us at The Coaching Authority help you figure that out. Call today for a free introductory meeting to discuss ideas for improving alignment leading to better business results for your company. Get results that matter most to your business: More customers, increase market share, improve profitability.



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