

Measure the focused alignment in your organization

# Assessment of Leadership & Organizational Alignment

Organizations that are not aligned fail their customers and employees. Companies that rely solely on engagement or leadership personality/style assessments lack the data leaders covet: To what degree are the decisions and interactions among employees intentionally aligned to our priorities?

The Assessment of Leadership & Organizational Alignment (ALOA) scientifically measures the degree to which a group is aligned and collaborating towards strategies and plans. Based upon *The Strategy Execution Model*, ALOA delivers the insights required to strategically develop the dynamic capability of collaborative leadership required for organizational objectives to be achieved.

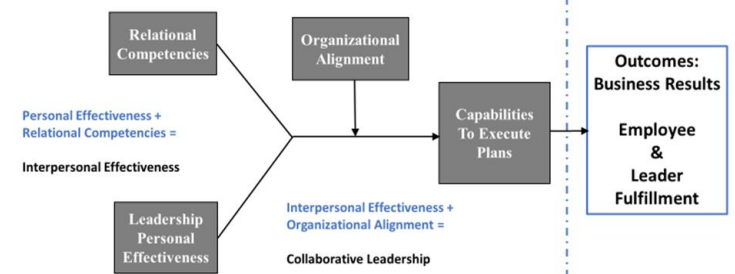
## Your ALOA:

1. Enables you to **gauge the degree of success** your organization will have in successfully achieving objectives.
2. Provides a **valid and reliable predictor of leaderships' ability to successfully influence alignment to priorities.**
3. Establishes a shared reality of the degree to which **organizational talent is optimized.**
4. **Measures the effectiveness of training/development/intervention programs.**

The ALOA requires ~20 minutes to complete and assesses the quality of interactions among colleagues in these areas:

- Energize colleagues around a shared reality
- Drive a unified focus on priorities
- Mobilize hearts & minds to shared objectives
- Disperse power for increased ownership
- Debate productively, problem solve effectively
- Develop peer-to-peer accountability
- Create psychological safety for transparency
- Inspire partnerships of trust
- Ensure individual accountability with enterprise responsibility

## Strategy Execution Model



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