

HIGH- PERFORMING TEAM ALIGNMENT

OVERVIEW

Leadership teams face unique pressures: strategic misalignment that cascades throughout the organization, high-stakes communication breakdowns that stall critical decisions, and untapped collective potential that leaves competitive advantage on the table. Our Leadership Team Alignment Program transforms executive groups into cohesive, high-performing units through a proven, comprehensive approach that builds trust, enhances strategic communication, and drives measurable organizational results.

Unlike generic executive retreats, our program combines rigorous assessment with targeted transformation specifically designed for leadership dynamics. True organizational transformation occurs when leadership teams experience the complete journey from shared vision to sustained results.

COMPREHENSIVE LEADERSHIP TEAM ALIGNMENT

Strategic Foundation

- **Shared Leadership Vision** – Unite around compelling organizational direction and executive accountability
- **Leadership Blueprint** – Align executive roles, decision rights, and leverage individual strengths across the C-suite

Communication Excellence

- **Psychological Safety & Trust** – Create the foundation for honest, strategic dialogue at the highest levels
- **Executive Communication Skills** – Master clear, productive dialogue during critical organizational moments
- **Productive Leadership Conflict** – Turn executive disagreements into strategic breakthrough opportunities

Results & Sustainability

- **Leadership Accountability Systems** – Build cultures where executive commitments drive organizational performance
- **Sustained Leadership Effectiveness** – Maintain high performance through ongoing organizational challenges



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PROGRAM DETAILS

A SHARED LEADERSHIP VISION

This session aligns teams around a bold, inspiring organizational vision of future success and the core values that will sustain them along the way. Teams engage in an interactive process inspired by Jim Collins' work to define their 'Core Ideology' and 'Envisioned Future' through a comprehensive values clarification exercise where they collectively identify non-negotiable, deeply held values and co-create clear behavioral definitions for daily decision-making. Team members individually write vivid narratives of success, share stories of pride and impact, then synthesize these into a shared vision that sparks energy and ownership. The session includes collaborative exercises on living values daily, building personal commitments and team agreements for accountability, and concludes with a strategic alignment audit where teams evaluate whether their current goals move them toward their vision and reflect their values. Teams leave with a clear, compelling vision, defined core values with behavioral anchors, and aligned strategic direction that drives engagement and high performance.

- Clarify the team's purpose and reason for existence
- Define core values that guide team behaviors and decisions
- Develop a vivid, inspiring vision of future success
- Explore practical scenarios to ensure alignment around values
- Create commitments to bring the vision and values to life
- Discuss how current strategic goals align with the new vision

A LEADERSHIP BLUEPRINT

This high-impact session gives teams the space, structure, and guided support to address unclear roles, mixed expectations, and unspoken assumptions that erode trust, performance, and morale. Teams explore what each person brings to the table and how to better activate those strengths, identify where responsibilities are unclear or overlapping and reset expectations, determine what support is needed but often not voiced and normalize asking for help, and examine how accountability really works to build processes that actually stick. At the heart of this experience is the creation of a Team Blueprint—a visual, one-page agreement that captures each person's role, contributions, and shared team norms to guide collaboration moving forward. The Team Blueprint becomes the team's living alignment tool, serving as a reference point for accountability, support, and delegation that can be revisited, revised, and relied upon as the team evolves, ultimately creating a culture where people own their roles, leverage each other's strengths, and ask for what they need to succeed.

- Clearly defined roles and responsibilities
- A deeper understanding of each team member's strengths
- Real conversations about support, expectations, and accountability
- A co-created Team Blueprint

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BUILDING PSYCHOLOGICAL SAFETY & TRUST

This interactive experience gives teams the space to reset, reconnect, and define what trust and safety really mean in their day-to-day work, recognizing that trust and psychological safety are created intentionally through everyday behaviors, shared values, and clear agreements rather than by accident. Through a blend of guided discussion, team reflection, and hands-on activities, teams explore what psychological safety is and isn't and why it matters now more than ever, examine how trust shows up on their team and what gets in the way, identify the specific behaviors they want to commit to building, and learn how to recognize, reinforce, and revisit those behaviors regularly. The session focuses on reducing fear, increasing openness, and turning abstract values like "trust" into something visible, shared, and actionable that teams can implement immediately in their collaborative work environment.

- Define psychological safety in your own words and team context
- Identify current barriers and boosters to team trust
- Commit to 1–2 key trust-building behaviors for the next 90 days
- Create a plan to recognize and celebrate trust in action
- Leave with a renewed sense of alignment, connection, and confidence in how you work together

EXECUTIVE COMMUNICATIONS SKILLS

This two-part experience helps teams shift from accidental to mindful communication using the Communication Intelligence Framework. Teams build self-awareness, adapt their approach, and practice tools that foster clarity, trust, and collaboration during change or conflict. The session explores mindful versus accidental communication, teaches collaborative approaches, demonstrates mutual understanding through empathy and feedback, and creates a customized Team Communication Plan aligned with team goals and culture.

- Differentiate between accidental and mindful communication
- Learn the six-step Communication Intelligence Framework to improve clarity, empathy, and collaboration
- Reflect and receive feedback on communication effectiveness opportunities
- Practice how to navigate high-stakes conversations using the Communication Intelligence Framework
- Design a collaborative Team Communication Plan

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PRODUCTIVE LEADERSHIP CONFLICT

This two-part experience helps teams shift from conflict avoidance or escalation into healthy, productive engagement, recognizing that conflict is natural but when mismanaged, it erodes trust and weakens performance. Using proven frameworks delivered through two half-day interactive sessions, teams explore their personal conflict mindset, learn accountable communication, and create norms that turn tension into opportunities for connection and growth. Teams learn to recognize early warning signs of conflict, understand reactive versus responsive behaviors, develop techniques to stay grounded and turn complaints into clear requests, and establish shared language for handling conflict constructively with immediate, practical tools they can apply right away.

- Identify the early warning signs of conflict in teams—and understand how well-managed conflict can strengthen relationships and spark innovation.
- Recognize personal conflict tendencies and shift from reactive to constructive responses in moments of tension.
- Apply practical tools to engage in productive discussions, reframe complaints into clear requests, and avoid conflict escalation.
- Co-create team norms that support psychological safety and build a culture where healthy conflict drives growth, trust, and accountability.

LEADERSHIP ACCOUNTABILITY SYSTEMS

This experience helps teams explore what accountability really looks like when it's shared, practiced, and sustained, moving beyond buzzwords into real conversations about ownership and follow-through. Teams are introduced to the Team Accountability Map, a 5-stage diagnostic tool to identify breakdowns and build healthy ownership habits, while learning to shift from the Excuse Zone to the Ownership Zone using new language to anchor honesty and practice tough but respectful conversations. The session culminates with teams co-creating a Team Accountability Agreement—clear, visible, and revisitable commitments around the processes, tasks, and behaviors that matter most, giving people the tools and courage to show up with more integrity, clarity, and commitment to shared success. Recognize how everyday language drives or drains accountability.

- Learn and apply the Team Accountability Map across common team breakdowns.
- Practice constructive, ownership-based team conversations.
- Co-create a signed Team Accountability Agreement for lasting change.

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SUSTAINED LEADERSHIP EFFECTIVENESS

This elite team transformation program offers four scientifically-backed pathways to building high-performing, cohesive teams—whether through Lencioni's proven 5 Behaviors framework, data-driven Hogan personality insights, DiSC communication dynamics, or the cutting-edge 4 Stages of Psychological Safety that unlocks innovation and breakthrough thinking. Unlike generic team-building activities, these assessment-based programs deliver measurable behavioral change and sustained team performance improvements by addressing the root causes of team dysfunction while creating the psychological safety where teams take risks, innovate fearlessly, and achieve extraordinary results.

One of the following:

- 5 Behaviors of a Cohesive Team
- Hogan Team Building
- DiSC® Team Building
- Driving Innovation by Building Psychological Safety

EXECUTIVE-LEVEL IMPACT

Leadership teams completing our alignment program demonstrate enhanced strategic decision-making velocity, improved cross-functional collaboration, and measurable improvements in both team cohesion and organizational outcomes. Most critically, aligned leadership teams create cascading effects that elevate performance throughout the entire organization.

Our approach ensures that executive team investment translates directly into enterprise-wide results and sustained competitive advantage.

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