

## DESIGN

# Is your leadership team 100% aligned?

Misalignment at the top, chaos at the bottom. Close gaps between execs about the business strategy.

## Don't leave success to chance.

On average, senior leaders agree on just 70% of their strategic goals. [The PI Strategy Assessment™](#) uncovers strategic misalignment—so tough conversations can happen and executives can get aligned.

## You can't build a house without a foundation.

Likewise, you can't hire, manage, or organize your people without an agreed-upon business strategy. [The PI Strategy Assessment](#) measures executives' perceptions, agreement, and confidence in their business strategy, and their confidence in the company's ability to execute the business strategy. Stop wondering whether you're pursuing the wrong strategic goals—and start moving forward with confidence.



## Senior leader behaviors matter.

Having confidence in your ability to execute your business strategy starts with having the right senior leaders in place. [The PI Behavioral Assessment™](#) maps leaders' behavioral patterns to the chosen strategy. It uncovers gaps so you can make a plan, like where to tap into others within the company to achieve your strategic goals.

## Get expert guidance every step of the way.

Navigating strategic conversations and gaining leadership alignment can be exhausting and frustrating. But with the half-day [Execute Strategy with Confidence workshop](#), a Certified PI Consultant will guide your leadership team to an agreed-upon business strategy so you can design a talent strategy to match. Participants will leave with actionable next steps to mitigate execution risks.

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# Simplify strategy conversations.

**Remove friction from organizational strategy alignment.** With Design, senior leaders can gain clarity on their business strategy. Design makes strategic conversations surprisingly simple. The PI Strategy Assessment™ only takes a few minutes of your leadership team's time. And an Execute Strategy with Confidence session fosters a productive conversation to help team members gain agreement on strategy and determine leadership fit.



### Confirm strategic alignment.

Have 5-15 members of your leadership team take **The PI Strategy Assessment™**, a simple tool that captures a senior leadership team's perceptions, agreement, and confidence regarding the business strategy. The assessment is designed to document an organization's business strategy and express it in people-centric terms.

### Understand what drives them.

Ensure your leadership team has completed their **The PI Behavioral Assessment™** to measure their behavioral drives and needs. When combined with the Strategy Assessment, you'll be able to identify fit between the leadership team and the chosen business strategy; uncover gaps and take action.

### Gain alignment with expert guidance.

Through a half-day session, your leadership team will align on the chosen business strategy through a talent lens and identify gaps between the work styles of the team and its strategy. Participants will leave having identified actionable next steps to mitigate execution risks.