

Consultants in Organizational Alignment

An aligned organization is one honed for performance

Research has clearly demonstrated that aligned organizations achieve significantly better business results.

Using reliable and statistically valid diagnostic tools, Charlesmore helps clients assess alignment in their business, and then develop and implement strategies to tighten the integration between strategic purpose, capabilities, culture and commitment.

Organizational Alignment

Organizational alignment is a state of being, rather than a final destination.

It is the extent to which strategic purpose, capabilities, culture and commitment combine to foster highly coordinated strategy delivery and the achievement of desired results.

Purposeful and effective organizational action cannot be successfully executed if such core elements are not aligned; indeed misalignment consistently and severely impedes performance, adding inefficiency and cost while thwarting strategy implementation.

Misalignment most commonly occurs following merger or acquisition, dramatic strategic change or rapid growth. Alignment is best achieved when purposefully planned, rather than addressed as corrective action.

Strategic Purpose

What do we desire to achieve?

Capabilities

What resources, infrastructure, practices, capabilities, relationships and outcomes are necessary to achieve our strategic purpose?

Culture

What operating beliefs and assumptions do we share to assure compatibility of values, standards and aspiration?

Commitment

What do we need to do to assure that the organization maintains focus on short-term and long-term company goals?

Key Alignment Considerations



How We Work

We consider strategic, operational and organizational factors, think across different time and priority horizons and assure an integrative view across functions.

We bring to bear current expertise and knowledge of other industries and best practices; we provide an assessment of readiness to change and what will be needed.

We transfer skills and build the capability to make change happen; we help executive teams make difficult decisions and tradeoffs; we earn trust, but stay independent.

We Deliver Results, Not Reports

Assessing organizational alignment requires careful yet comprehensive evaluation of the nature and extent of organizational agreement on key priorities, core issues and operating choices.

Disconnects can be subtle or even invisible to the typical leader; understanding and agreement might be assumed but not real. Each degree of misalignment represents performance drag on the success of the enterprise as a whole.