

# ORGANIZATIONAL ALIGNMENT FRAMEWORK

## An Overview of the Model

Organizational Alignment is a holistic way of examining the degree to which the components of a company, business unit, department or team are working together harmoniously towards a common vision and aligning those components to get results. The Organizational Alignment Model is The Change Collaborative's way of conceptualizing the various elements that leaders need to intentionally design so that the organization can operate at peak performance.

Leaders who intentionally design for alignment know that it is not just about structure. Structure is a component, but it is heavily dependent on strategy and stakeholder needs. Structure also needs to be tweaked and addressed when there are changes to process, technology, rewards or people..

Wise leaders plan from the outside – in, starting with stakeholder viewpoints and customer needs. From there, they craft a strategic direction to respond to those needs, which also helps them know how to set-up and configure the organization through intentional design of its systems. Alignment also reminds us that a change in one area of the organization will have ripple effects and will impact the other elements, and must be considered in design.

The Organizational Alignment Framework is prescriptive, in that it helps leaders know where to start when designing and aligning their organizations. Building from scratch or conducting a total overhaul? Start at the top and work down. Experiencing performance issues? Start with Results, and work up, honing in on desired vs. actual results, what is out of alignment, and what is driving those outcomes. Contact us today about how we can help your organization align for results.

