



ALIGN4PROFIT
972.608.0400

Welcome to
the September issue of
[Think.Act.Talk.](#)



While recently visiting my family in South Africa, I had the opportunity to go on a photo safari - an experience of which I never tire. And, as I always do, I took many pictures. In sorting through them, I paused for a moment at this one of two lions and reflected on the dynamics of their social structure as a pride.

They not only exercise dart-like focus in their goal of hunting, but they are an exceptional example of team alignment as well. They work together, as a single unit, to achieve their primary goals - survival and growth.

CALL to ACTION!

We achieve Profitable
Performance for
TEAMS
Call to inquire about our
**Working Better
Together Team
Workshops**

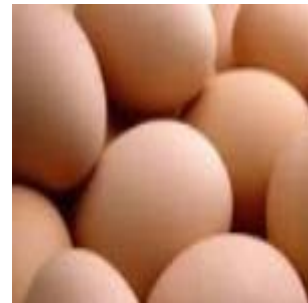
In sharing this picture, I hope it will inspire you to do the same for yourself and your team. Commit to and stay focused on the achievement of your team's goals and work together, utilizing all resources, to align as a single unit.

Helanie Scott

and move your team
towards 300%
improvement in
teamwork, impacting
Culture and Results

Recipe for Team Alignment...

Get a 2 quart pan, fill it with water, and place it on the heat source bringing it to a boil, then place the eggs into the boiling water for approximately 8 minutes until eggs are done.



Hmmmm? That can't be right, can it?

Let's consider it for a moment. Team Alignment requires resources (a pan), direction (a recipe), adaptability (water), pressure to get things done (heat) and people (eggs). Try removing any one of the elements and you will not meet with success in either the case of team alignment or boiling eggs.

Team Performance is
achieved through
4 steps

1. Team Survey
2. Personal Assessments
3. Live Sessions
4. Web Collaboration

So, while we used the analogy of boiling an egg to describe the process of team alignment, it is not our intent to suggest that it is a four to six minute event.

Pass the
Align4Profit
Newsletter on to
a friend.
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as a Speaker

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In fact, you can bank on the need for a **time Commitment** in order to achieve true team alignment. The actual time duration for the process will depend on a few things, like, the developmental maturity of the team, their commitment to the change management process and most certainly their **dart-like focus on the team behaviors** necessary to drive team results.

Holistic and Phased Approach: We find, often, when teams engage in change management that instead of following the recipe, they try to achieve results with a pinch-of-salt approach or from a singular point of view. Mostly they focus on goal alignment, process improvement or throwing a system at the problem. And while those practices are valuable, teams often miss what I would consider the most important ingredient; BEHAVIOR.

Do a little research on your own....

Team Questions: Ask your team to answer these questions

1. What are the behaviors that will allow us to implement our strategy?
2. What do these behaviors look like and sound like?
3. How competent are we at demonstrating these behaviors?
4. What process do we have in place to sustain these behaviors?
5. What is the impact on our performance if we don't know the answers around the behavioral requirements?

Being purposeful and determined, like the lion with their dart-like focus and using the right ingredients you too can take your team towards sustainable and profitable performance. Just don't leave out **BEHAVIOR** in the mix.

Align4Profit's [Working Better Together™ Team Training](#) incorporates such elements as assessments, interspersed presentations, group practice, 1:1 interviews, relevant materials, coaching, just-in-time support, on-the-job application, thinking, behavioral and communication tools, a rigorous accountability system to lead teams through the experience and towards..... **Sustainable Results.**

We offer skills and tools in the right sequence with a dart-like focus on..... **BEHAVIOR.**

If you want to beat the scientifically studied odds against Change... Call Align4Profit and experience Change4REAL!

Many great ideas go unexecuted, and many great executioners are without ideas. One without the other is worthless.

~Tim Blixseth