



# TEAM ALIGNMENT

## PROGRAM OVERVIEW

### PERSONA



Aggregator

### COMPETENCY



Fostering  
Collaboration

### SKILL



Building Team  
Synergy

This 1-2 day program helps leaders foster a unified and collaborative team culture by aligning team members with the organization's goals and vision. This program equips leaders with practical tools to clarify team objectives, establish shared priorities, and enhance collaboration. Participants will learn how to communicate goals effectively, resolve misalignment, and inspire commitment to collective success.

## PROGRAM OBJECTIVE

By the end of this program, participants will:

- Align team goals with organizational objectives.
- Clarify roles and responsibilities, ensuring each team member understands their contribution to the broader mission.
- Develop strategies for fostering collaboration and minimizing team conflicts.
- Build a shared vision that inspires team members to work cohesively toward common goals.
- Strengthen accountability and ensure consistent progress toward team objectives.



## PROGRAM OUTLINE

### MODULE 1:

#### UNDERSTANDING TEAM ALIGNMENT

- Definition and importance of team alignment.
- Identifying signs of misalignment and its impact on team performance.
- The role of leadership in creating alignment.

### MODULE 2:

#### COMMUNICATING A SHARED VISION

- Strategies to articulate the organization's vision in a way that resonates with the team.
- Linking team tasks and goals to organizational objectives.
- Techniques to inspire and motivate team members toward a unified purpose.

### MODULE 3:

#### CLARIFYING ROLES AND RESPONSIBILITIES

- How to define clear roles within the team to avoid duplication or gaps.
- Tools for ensuring each team member understands their contribution.
- Building confidence in team members by reinforcing their importance in achieving goals.

### MODULE 4:

#### BUILDING COLLABORATION AND TRUST

- Creating a culture of mutual respect and cooperation.
- Techniques for fostering open communication and active listening within the team.
- Establishing trust as the foundation for team alignment.



### MODULE 5:

#### RESOLVING TEAM MISALIGNMENT

- Identifying and addressing areas of team conflict or divergence.
- Techniques for handling resistance to change and gaining team buy-in.
- Resolving differences to align diverse perspectives toward a common goal.

### MODULE 6:

#### ESTABLISHING SHARED PRIORITIES

- Aligning team goals with organizational priorities.
- Facilitating discussions to set clear and achievable team objectives.
- Creating a roadmap for team success, focusing on high-impact tasks.

### MODULE 7:

#### DRIVING ACCOUNTABILITY AND COMMITMENT

- Techniques for tracking progress and maintaining alignment over time.
- Encouraging accountability among team members for their contributions.
- Recognizing and celebrating team achievements to reinforce alignment and morale.



Period

**1-2  
Days**

Program designed for:

Team Supervisor, Section Head,  
Line Manager