

Executive Alignment

A senior executive improved alignment across the leadership team, reducing silos and creating faster, clearer decision-making.

Project Type, Duration, Contribution

- Project type: Executive leadership coaching
- Duration: 6 months
- Contribution: Executive alignment, strategic priorities, cross-functional communication, leadership team accountability
- Client category: Senior executive
- Client industry: Energy
- Objective: Improve leadership alignment and reduce siloed behavior

Challenge

- Leadership team lacked shared priorities
- Departments operated in silos
- Decisions were slow because alignment was unclear
- Communication between functions created friction and delays
- Executive felt pressure to carry alignment personally
- Strategic direction was discussed but not consistently translated into action

Strategy and Approach

- Facilitated alignment work around shared priorities and decision rules
- Defined the leadership team's top strategic focus areas
- Built a structure for cross-functional updates and escalation
- Improved communication standards between departments
- Created accountability mechanisms for senior leaders
- Coached the executive on influence, presence, and strategic conversations

Results

- Cross-functional collaboration improved
- Leadership decisions became faster and clearer
- Strategic priorities became more visible across the organization
- Silo behavior reduced because accountability was shared
- Executive gained stronger influence across the leadership table
- Leadership meetings became more focused and outcome-oriented

Example of Work

- Leadership alignment framework
- Strategic priorities map
- Cross-functional decision rhythm
- Leadership team accountability tracker
- Executive influence preparation tool

Takeaways

- Misalignment at the top slows the whole organization
- Clarity creates speed
- Leadership teams need structure, not assumptions
- Shared priorities reduce political friction
- Executive influence grows when conversations stay focused on business outcomes

Client reflection: “We finally move as one team.”