



GRINNELL LEADERSHIP

Leadership & Organizational
Development

Team Alignment Process™ (Partnering)

Team Alignment Process™ (TAP) provides a means for dealing with complex organizational and human systems dynamics, when a high-risk contract or project brings together people from multiple organizations or departments. In such cases, the significant differences in processes and cultures threaten the capacity to communicate mission-critical information, and can place the entire enterprise at greater risk. Proven TAP processes align these disparate groups, managing the risks by bridging those differences and creating one team. Accountability and connection to real business outcomes are maintained through the Project Leadership Scorecard™.

In 2011 Grinnell Leadership received the Marvin Black "Excellence in Partnering Award."

Course Categories

1. Unify multiple stakeholders into "one team"
2. Managing human risk on high risk and mission critical projects
3. Developing leadership strength

Audience

- Boots-on-the-ground leaders
- Banking institutions
- Engineering firms
- Construction companies
- Executives
- The key participants in a major contract or a significant project
- Hospital systems seeking alignment and increased collaboration across organizational interface

Customization

Team Alignment Process™ and the Project Leadership Scorecard™ have been used successfully on several billion dollars worth of major contracts and projects. During that time, we have developed a customizable "best-practice template," to be used as a starting point, and case-by-case adjustments to the specific needs of the client.

Value Proposition

One of the principal differentiators of TAP is its combination of human systems and leadership focus, with a strong accountability structure, and a clear alignment with the goals/project outcomes of the clients. This allows the process to continue being effective long after the "workshop effect" of a less structured approach has faded away. It is the experience of our clients that TAP results in real savings because of the reduction in costly mistakes and miscommunications. They have found that these savings outweigh TAP costs by orders of magnitude, whether measured in dollars, contract time, or project impact, on the workload of their management team.

Team Alignment Process™ (Partnering)

Process Includes

- Executive orientation and establishment of same-level leadership teams, as well as a clear issues escalation process
 - The Principals Team (most senior members from each organization are represented)
 - The Project Leadership Team (direct reports to the Principals)
- Interview Principals Team members
- Kick-off event with the full scorecard team
- Training session for project leadership team (PLT) monthly process
- First administration of the Project Leadership Scorecard™
- First feedback session to the full scorecard team
- Ongoing monthly PLT meetings, facilitated as needed
- Quarterly Project Leadership Scorecard™ by Grinnell Leadership

Pricing

Please call for current pricing. Cost will vary depending upon the complexity, duration and size of the assignment.



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