

# LeadershipTeam Map®

Conversations. Alignment. Performances.

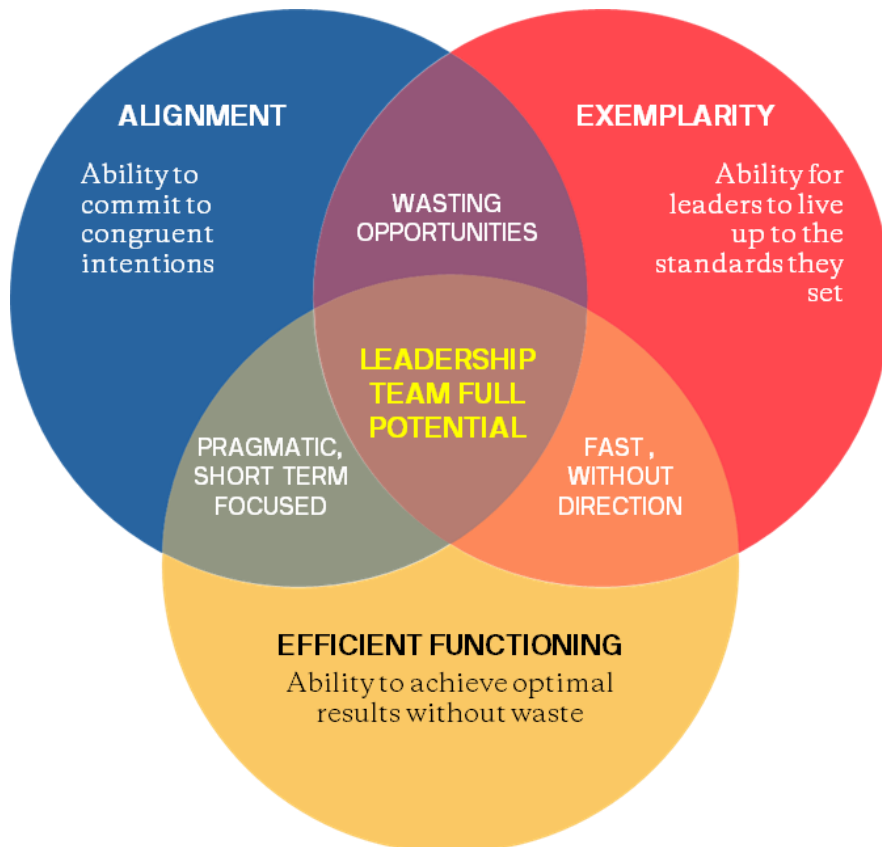
Digital transformation, the environmental threat, and the pandemic require organizations to constantly adapt and **embrace change** to:

- navigate uncertainties in the organization's **governance** or **business model**;
- enable **communities** of employees, clients and stakeholders;
- be **faster** at seizing opportunities.

The price organizations could pay when these challenges are not successfully met is unsustainable performance and loss of talent, investments and clients' trust.

Leadership Teams, the group of two or more executives teaming with the CEO to manage the organization, display specific characteristics which make them different from any other team:

- They influence language and behaviors within the organization
- Alignment among members prevents silos.
- They are exemplary, their way of working influences the way all other teams work
- Their full buy-in is a condition for successful transformation
- They dictate tempo, by choosing when to hold, to explore, to act, to push, or more.
- They have direct relationships with shareholders and stakeholders



Navigating uncertain times and troubled waters requires trustworthy leaders, able to light the way by promoting and championing a culture of purpose and collaboration.

**The cornerstone is the alignment, exemplarity and efficient functioning of the Leadership Team.**

A dysfunctional Leadership Team, unable to leverage its full potential, can unwillingly create operational inefficiencies, systemic dysfunctions, and costly consequences.



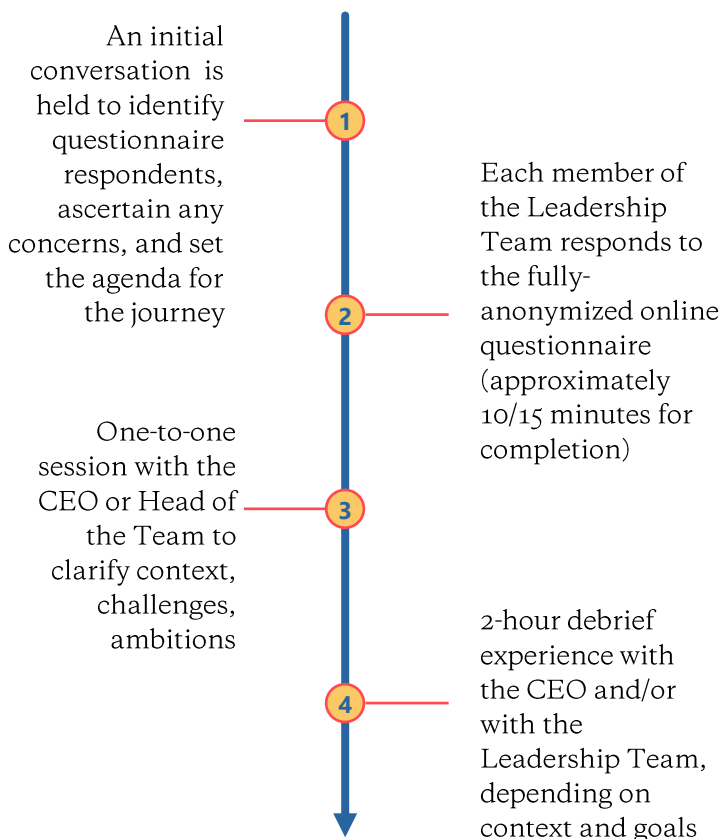
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The LeadershipTeam Map® is a data-based instrument that explores the areas of misalignment among the Leadership Team members, and their ability to enable innovation, collaboration, and fast action.

Focusing on the leverages that a Leadership Team can use to influence a complex system such as an organization, the LeadershipTeam Map® ultimately identifies the **elephant in the room**: what the Leadership Team really **needs to talk about** to achieve **performance** and **enable people's talent**.

The output of the LeadershipTeam Map® is a series of **conversations**, normally phrased as **questions**, that open the path for more **clarity** and **lucidity** - initially for the Leadership Team and ultimately for the organization as a whole.



## Why work with the LeadershipTeam Map® ?

The LeadershipTeam Map® is a fast and cost-effective way to obtain insights that would otherwise emerge after long consulting processes.

It does not measure aspects of personalities; nor does it directly assess your skills or capabilities.

There is not a good or a bad result in this questionnaire; each Leadership Team is contextual, and what is appropriate in one situation may not be the best approach in another.

“This is the kick-off of our cultural transformation.”

“Now we are on the same page, we all share the same priorities”

“I finally have a road-map for our post M&A integration.”

