



Executive & Organizational Alignment



Executive & Organizational Alignment

The challenge of any effective organization is to have the actions of individual leaders be consistent with and unquestionably contribute to fulfilling what's of greatest importance to the organization. But how do you know when alignment could be missing?

Symptoms to look out for include:

- Additional work and rework
- Inefficiency
- Increased costs
- Missed opportunities
- Unrealistic and unfulfilled expectations
- Miscommunication
- Conflict
- Stress
- A mood of organizational resignation

All of which could ultimately be impeding and thwarting the progress and performance of an organization.

The JMW Difference

Meeting the challenge of executive, organizational and team alignment is not just about being clear about the goals and objectives of an organization. What's often missing is a common understanding of the answer to the question, "Why are these goals and objectives important?" True alignment and effective actions and results are built on a foundation of clarity around what is of fundamental importance to the organization.

JMW's consultants work with executive teams to create bespoke interventions that will:

- Realign individual agendas in service of a larger organizational purpose
- Introduce a performance culture that fosters accountability and collaboration
- Mobilize the organization around the right objectives and values
- Establish a decision-making model for accelerated performance
- Develop and maintain an environment of open communication and constructive dialogue



JMW's Approach

While each engagement is unique to the challenges faced by an organization, JMW typically conducts a four-stage approach to creating alignment.

1	Assess and design	JMW will work with your leaders to define the goals for our work.
2	Articulate	We work with you to establish what's of fundamental importance to the organization and will partner with you to achieving that.
3	Communicate, clarify, revise and align	We will work with your leadership team to establish the most effective way to engage the workforce, resolve any disparate views and refine accordingly.
4	Execute	JMW will then work in partnership with your leadership team to ensure that the right actions are taken to produce the desired results.

About JMW

JMW is a specialist consulting firm with over 30 years experience of partnering with some of the world's most successful business leaders. Clients include global companies in industries ranging from oil and gas, utilities, mining and finance. Our involvement helps empower leaders to create and realize high-impact outcomes and dramatic shifts in performance.

JMW CONSULTANTS INC
262 Harbor Drive
Stamford, Connecticut 06902
United States
+1 203 352 5000

JMW CANADA
1200 Waterfront Centre
200 Burrard Street
Vancouver BC V6C 3L6
(203) 352-5000

JMW WORLDWIDE UK LTD
25 Farringdon Street
London EC4A 4AB
United Kingdom
+44 (0)20 7382 4100

JMW CONSULTANTS AUSTRALIA
PTY LTD
Level 6, 437 St. Kilda Road
Melbourne, Victoria 3004
Australia
+61 3 9258 1400

info@jmw.com | jmw.com