



When Leadership Alignment has to Stand Up to Pressure.

Leadership teams can look aligned in the room – while unresolved differences create friction in the business.



Most senior teams
are not short of
ambition, capability
or ideas.

Execution slows when there is not enough
shared clarity, decision confidence
and trust.



Where the friction starts

→ Different priorities

→ Unresolved tensions

→ Slower decisions

→ Not enough trust



Pressure and complexity expose misalignment

This creates risk for:

- Launch success
- Strategic change
- Merger success
- New ways of working
- AI-driven change
- Leadership team resets



A simple way to test alignment

1. Are we clear on what matters most?
2. Are we clear on how decisions will be made?
3. Do we trust each other enough to surface tensions early?

If any of these feel uncertain, that's when team dynamics break down and execution typically slows – often when it's most critical.

What changes when leadership is truly aligned

When Leaders commit to a shared agenda:

- ☀ Decisions become clearer
- ☀ Accountability strengthens
- ☀ Tensions turn constructive
- ☀ Momentum returns

Leadership teams need **clarity,** **cohesion and trust**

To move forward together when the
pressure – or complexity – increases.



Our clients see the impact

We've seen entire team dynamics shift, leaders truly commit to a shared agenda, improve decision-making, strengthen accountability and regain momentum within days – not weeks.

“In a single session, you have brought us back from dysfunction. We are not thriving yet, but you have made us functional. And that alone is a huge, huge achievement.”





Explore how Open Water
works with leadership teams
create clarity, cohesion
and trust.

Let's start a conversation.



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