Driving Organizational Alignment

& Business Readiness

NOTE TO LEADERS · ORGANIZATIONAL ALIGNMENT & CAPITALIZING ON CHANGE

The information included in this Cascade Learning Kit provides you with content for teaching your staff about the impact of Organizational Alignment and Capitalizing on Change. This information is specifically designed to help your staff see that we all have a role (within legal and ethical boundaries) to do whatever it takes to move company initiatives forward. You will also work together to see the positive impact of getting "negative" with your team. This information is meant to be a guideline for your group sessions and you are encouraged to customize the content to better meet the needs of your specific department.

MATERIALS NEEDED

All material shared at the training is available (provide location information).

TIME NEEDED

Most departments should be able to complete the cascade learning activity within 20-30 minutes.

LEADER'S SCRIPT

SAY	This is the third session we are having based on the information I learned at the Reality-Based Leadership workshop. We have covered Personal Accountability and Reality-Based Thinking. Today we will discuss Organizational Alignment and Capitalizing on Change.
ASK	**Does anyone have anything s/he would like to share related to the rewriting questions or questioning your thoughts? Or is there anything I can help to clear up for you?**
DO	***Listen for responses. Also answer any questions that may arise. Remember this is about being happier and peaceful at work not about simply blindly saying "yes" without thinking.***
SAY	One great question that is the epitome of restoring peace to our workplace and avoiding wasting any energy on drama is "What do I know for sure?" When we are feeling frustrated by the circumstances around us or the people we are interacting with, I want us to start asking first, "What do I know for sure?" then swiftly follow that question with "Based on what I know for sure, what can I do next to help or add value?" and then following the simple instructions once we answer the question.
SAY	Now I want to introduce a tool that helps us get ready for change instead of resisting it. When a change is announced, our instinct is often to list all the reasons it won't work. Negative Brainstorming lets us do exactly that, on purpose, so we can surface every concern, then turn those concerns into risks we can actually plan around.
DO	***Pass out copies of the Negative Brainstorming tool, or if this is a virtual meeting be sure people have that document beforehand. Walk people through the instructions and complete the tool.***
SAY	I am committing myself to helping move our initiatives forward and to getting ready for change rather than resisting it, and I will help you do the same as we move forward. The goal is to make our company more productive and to help make you more engaged and happy working here. Let's try it out.
SAY	If you are interested, you can learn more through the free resources and self-assessments at www.realitybasedleadership.com. There you'll find tools and self-assessments you can use to learn more about personal accountability and the other competencies that lead to better business results and happier employees. I especially think you might be interested in the Modern Leader Assessment.

Session Feedback

Cascade Learning Tool · Organizational Alignment & Capitalizing on Change

We want to know what information you cascaded down to your staff and what your employee's top takeaways were from the information you shared. Each participant is expected to share what they have learned from your session.

YOUR NAME

DEPARTMENT NAME

Did you share any of this information with all employees across shifts?

☐ Yes ☐ No

What was the most significant feedback you received from your staff?

How will you measure success?

What remaining questions does your team have regarding what you learned at the conference?

Rate the effectiveness of the session you conducted with your employees.

◯ Highly Effective ◯ Somewhat Effective ◯ Not Effective

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