



## #01

### What do I need to be aware of?

Working up the pyramid will help you start to identify where challenges may lie that are preventing your organisation from being action-oriented. Are objectives and goals known and clear? Are your people aligned to these goals within their roles? Is communication a stumbling block?

## #02

### What is most important to get right?

As a leader in your organisation, you need to be a source of clarity to your people. Address areas where you don't have clarity quickly so that you can continue to provide that clarity to your teams giving them the context they need to make decisions, take action and drive the organisation forward.

## #03

### How should I start this?

Start this exercise by considering yourself first and your own leadership approach; are you supporting an action-oriented culture in your organisation? Then start to bring in others.

## #04

### Where can it be hardest to get clarity and what should I do?

There will be many areas where getting clarity will be hard. Do you fully understand how changes to markets are affecting your business? Now and in the future? How do you find clarity in an environment of uncertainty? How do you deal with opposing and diverse perspectives within your team? The key is to constantly communicate and seek out the information you may be missing and to bring decision-making skills to the table as a leader. Organisations with indecisive leaders are not action-oriented. Start this exercise by considering yourself first and your own leadership approach; are you supporting an action-oriented culture in your organisation? Then start to bring in others.

## #05

### How do I bring other people into this?

Be creative. Be a communicator. Where is the clarity and alignment currently in your organisation? And where is it not? Work as a team to overcome problem areas or gaps.

## #06

### Where is it common to get stuck?

It takes enormous skill and continued dedication of a leader to keep an organisation moving forward whilst holding clarity, creating alignment, and communicating effectively.

To sustain this as a leader, be a 'tuning fork' for your organisation. Be creative. Be a communicator. Where is the clarity and alignment currently in your organisation? And where is it not? Work as a team to overcome problem areas or gaps.

## #07

### How do I judge if this is successful?

Decisions get made, projects move forward at speed, your organisation responds quickly to take advantage of opportunities, challenges are dealt with as they arise and you are experiencing sustainable growth as an organisation.

## #08

### If I want to learn more, where should I look?

High-Impact Tools for Teams: 5 Tools to Align Team Members, Build Trust, and Get Results Fast by Stefano Mastrogioacomo and Alexander Osterwalder.