

LEADERSHIP

The opportunity: Align the top team to focus energy on profitable growth

At the heart of successful business change is the need to form a powerful guiding coalition, ie, to build a group with power to lead change. This group needs to be nurtured to work together as team. The guiding coalition works at board and operational levels and builds the necessary momentum for change.

Increasing alignment within the leadership group empowers your people to achieve more, and leads to more profit and more growth.

Aligning light waves in a laser produces an intense beam of light which can travel great distance or burn through sheet steel and other obstacles. So in business, aligning a leadership team around a common goal, combined with clarity for each individual on their role, releases enormous positive energy. Dissipated energy (heat, friction) is converted into positive energy (light, focus, power) to achieve the business goals. Internal debates become more focused upon the market, including how to create new markets and how to gain market share.

Introducing Exalt Management Consulting:

Exalt Management Consulting exists to promote the interests of our clients. We work with our clients to accelerate profitable growth. Our clients win in the marketplace and gain advantage over competitors through clarity of thought and purpose, high team motivation, and planning. We generally but not exclusively provide management consulting services to consumer focused companies keen to grow business value. Our business motto: **Recreate your vision. Align your top people to your strategy. Transform and grow your business.**

Our business services are summarised in the wheel:



This fact sheet focuses on “Leadership Alignment.” It covers the opportunity, common issues, how we can help, our credentials, and how you can get in contact.

Leadership. Are these your issues?

1. Your leadership team do not share a common language and understanding of the business situation, the challenges in the marketplace, and how the company should respond.
2. Your vision was once inspiring, but is becoming dated. It no longer has the power to inspire and motivate people across the company. Recent joiners feel disconnected, and do not own the vision and strategy.
3. The leadership team is spending too much time on internal matters, including fighting one another for resources, rather than focusing on winning in the marketplace.
4. Not all of the leaders agree with the vision, strategy and operational plans. There is little consensus across the leadership team on the priority programmes required to achieve your vision and deliver profitable growth in line with your shareholder / owner expectations.

Leadership. How we can help.

Clients use our extensive facilitation experience to align the leadership team around their strategic business agenda.

We have extensive facilitation experience at board level to help executives align around:

- **Vision** (re-create a shared vision of the business in the future)
- **Strategy** (build a brand, business unit, divisional or corporate strategy with real involvement from the team)
- **Strategy into Action** (planning resources and assigning accountabilities)
- **Transformation** (definition of end in mind, targets, plus operating model)

The right approach is always agreed with CEO/business unit leader, and customised to the client’s context and need.

Leadership. Credentials.

Peter has over 15 years experience in blue chip management consulting at The Boston Consulting Group and lately as a Partner at Accenture. He is an expert facilitator of strategic meetings, and not just in strategy. His extensive experience includes facilitating Transformation Steering Group, PMO, Strategy into Action, as well as many board meetings to define Vision & Strategy over the course of defining 25 commercial strategies.

Vision & Strategy examples:

- Country Vision & Strategy (5 day residential workshop to define full country strategy, achieving full alignment of the top 10 team). Changed the client approach to strategy definition, shift to the short intense model.
- Two day key account plan and strategy definition. Strategic account planning process competed with client, and with business customer.
- European Food Category (market leader). Developed vision and strategy for transformation; aligned top-200 leaders over three conferences. Result: Twenty years of decline reversed, growth of category.
- German Foodservice. Annual conference. Leadership meeting for top 50 on day 1; top 300 on day 2 and 3.
- Foods Service European Board Alignment. European Innovation programme. Maintained and strengthened #1 position of the business.

Planning and Transformation examples:

- Europe wide Consumer Goods Transformation which delivered Euro 500 million savings.
- 12 steering group meetings with four regional presidents. Set the agenda for first 9 months of the transformation journey. Cascaded the agenda across 20 countries and all functions in Europe.
- Functional operating model design meetings for Europe.
- Overall Regional Operating model design meetings.



MANAGEMENT CONSULTING

PROFITABLE GROWTH CATALYST
Recreate your vision
Align your top people to your strategy
Transform and grow your business

For more information, please contact Peter Nash:

The logo for Exalt Management Consulting, featuring the word "exalt" in a lowercase, sans-serif font. A small teal arrow points upwards from the top of the letter 'a'. A registered trademark symbol (®) is located to the upper right of the 't'. MANAGEMENT CONSULTING	
Peter Nash	Exalt Management Consulting Ltd
Managing Director	9 Sunderland Avenue, St Albans, AL1 4HJ, United Kingdom
peter.nash@exaltmc.co.uk	exaltmc.co.uk
Mobile +44 (0)7776 492 946	Tel +44 (0)1727 762 320

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