



ON STRATEGY[®]

the business of tomorrow,
today.

“ The main purpose of an organization is to achieve cohesion so that the whole is greater than the sum of its parts. ”

ALG
Total
Alignment

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ALG | Total Alignment

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Understand alignment as a leadership model.
Incorporate alignment as part of the planning process.

Line of businesses, support areas, teams and people, how do you achieve having them all collaborating in the execution of a global strategy?



TOTAL EXECUTION
PROCESS | TEP

The challenge

«95% of the staff don't understand the strategy or their roles in its context.» Organizational alignment is generally not perceived as a source of economic value, and each area within the company aligns the strategy without using a shared approach across the different organizational levels. Strategy is tested everyday, but most firms don't have formal horizontal and vertical communication processes to enable the dialog. Aligning your organization will also increase the value of the corporate function.

The solution

Understand alignment not just as a reporting tool, but as a tool of integration and synergy. Design an effective program to cascade the strategic objectives and make the strategy a shared purpose across the organization. In the case of business units that are different or unique use the strategy as a guideline without enforcing it. Support units and their contributors will better understand how to create value for their internal customers if they are part of a formal alignment process. Contact us, we know how to do it.

ALG

ALG Process

1 Define Corporate Role

Organizations with a corporate role must maximize synergies across their business units. In less complex structures the general strategy must be translated for each unit looking for common areas of contribution. If you have a corporate role, define its value.

2 Business Unit

Although they have their own specific challenges, the business units can share financial, clients, processes and people synergies. The teams deploy the objectives of each area without losing co-dependence between them in the search of common objectives.

3 Support Area

It is difficult for the support areas to understand how to contribute to the business without a clear and deployed strategy. In order to create strategic value, these organizations must have a formal input process from each business unit or area.

4 Teams and People

The strategy must be assimilated by the people. Their commitment to understanding the challenge and get involved with the solution to meet the goals is critical. You must create a «Personal Scorecard» with goals and action plans. A strong feedback model.

5 Align 3rd parties

A centralized strategy management system that allows the communication and coordination of activities with external partners. The indicators are a platform to share the dialog and discuss the best ways to create value.

I want a consultant [Click Here](#)

ALG Deliverables

- Define corporate role and contribution.
- Total Alignment corporate plan .
- Line of businesses' strategic maps.
- Support areas' strategic maps.
- Personal scorecard's alignment.

ALG Benefits

- Develop synergies.
- Generate economies of scale.
- Align strategy with compensations.
- Accelerate the generation of results.
- Facilitate the communication process.

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ON STRATEGY mission is to help
our clients to build **strategy
execution best in class practices**
to develop sustainable advantages
and enable business growth.

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NOVARTIS – MANE - PEMEX - RH SHIPPING - SAP – SCOTIABANK - SEARS - SECRETERIA DE SALUD - SPORTS WORLD -
TELEFÓNICA - TELMEX - TUPPERWARE - URREA - VOLKSWAGEN - YOUNG & RUBICAM - WORLD VISION – WUNDERMAN...