



Maintaining the Strategic Alignment of Your Teams

It is at this time of year when the wind sends a chill through our bones, the rain is falling and the clouds hide us from the sun's rays; that we can feel like hibernating, relaxing by a fire or flying north for the winter.

In business it can be a frantic time of stretching to meet financial targets, putting in extra hours to complete end of year reports, tax returns and stock taking.

As individuals we often do a stock take at the end of the calendar year when things slow down at work and we can rest a while, celebrate the festive season and take time out to reflect on the year that has passed and refocus on the year ahead.

It is important for business teams to do this too. If teams are to maintain their motivation, morale and productivity it is important to celebrate achievements, review performance against goals and focus forward on new goals and strategies for the next financial year.

In some organisations, staff will see the end of the financial year come and go with little fanfare. One year blends in to the next and they have little idea of how they have performed, where they fit in to the bigger picture and what improvements they can make to contribute to the organisation's success in the future.

Some team members can feel disconnected from the corporate plan. While they might have a vague recollection of the vision statement and corporate values, they may not really see themselves as aligned with them.

It is important for teams to be involved in the strategic planning process; to discuss the meaning of team values; to have a sense of ownership and contribution to the corporate vision and to be aligned as a team.

The beginning of a new financial year is a great opportunity to give recognition to team members for their contribution to the success of the organisation, to invest time improving the corporate strategic plan and involving staff in the renewal of team business plans.

Providing opportunities for staff development, team building, leadership development and strategic planning are all crucial to the ongoing growth of the people assets of any business. Many organisations do this well. For others it can be a low priority or they are not sure how to go about it.

Reviewing budgets and business goals is a common practice this time of year. Remember to support this with renewing your people and maintaining the strategic alignment of your teams. An annual 'team alignment' will keep your business in balance and help you achieve your goals more effectively.

For information on **'Team Alignment Programs'** visit www.healthyteams.com.au
or email wayne@healthyteams.com.au Ph: 08 8377 2415