



# First™

## Building a Solid Foundation

### ALIGNMENT

The purpose of First™ is to align your Executive Team to each other and to the higher purpose of your organization. We believe that this alignment will amplify the effectiveness of your leadership team, unleash their fullest potential, and galvanize your whole organization.

### THE PROMISE

With a solid foundation, your Executive Team will work better together, make smarter decisions and be better equipped to lead the organization.

### PURPOSE

- **Strengthen relationships**
- **Create a shared team vision**
- **Generate operating values**
- **Clarify leader & team member expectations**

### HOW WE DO IT

First™ will clarify your Executive Team's purpose, establish operating agreements and address practical issues around meetings and workstyle preferences. It is carefully orchestrated to engage, focus and energize your Executive Team. Key agenda elements include: visioning modules, relationship-building segments, leadership development and team initiatives.

We will help your team identify its purpose, create a collective vision and agree upon operating values in a manner that is enlivening and fun. After this retreat, your team will have poured a solid foundation upon which the company rests. Do First™ before anything else.

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# FIRST™: Building a Solid Foundation

## BENEFITS

- 1. BETTER RESULTS:** Executive Teams who are strongly connected to the organization's higher purpose and who share a common vision are more likely to achieve it.
- 2. INCREASED TRUST:** As the team members come to know and care about each other as people, the team begins to trust each other - becoming more transparent and forthcoming.
- 3. SMARTER DECISION-MAKING:** Executive Teams who like and respect one another consult each other more frequently and aren't afraid to challenge each other in a healthy manner.
- 4. GREATER IMPACT:** The organization will benefit from the positive ripple effects from the Executive Team's clarity and cohesiveness.

## LENGTH

Retreat = 1.5 to 2.5 days. Follow-through sessions of 90 minutes to half-day.

## RECOMMENDATIONS

- Schedule periodic Executive Team "keeping-the-momentum-alive" mini-retreats throughout the year.
- Schedule Focus™: Creating Your Strategic Playbook, within 60 days of First™.

## THE WAY TO WORLD-CLASS

### HIGHER PURPOSE



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*“The path to world-class begins with your Executive Team.”*

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