

## The Art of Alignment

3 Principles, 4 Steps and 5Cs to lead any group of any size to agree and commit

**Leadership:** The art of inspiring committed and aligned action toward a clear vision

### The 3 Principles of Alignment:

1. **Iterative Co-creation** - The best decisions are made inclusively. We usually need to work iteratively to reach alignment, especially when decisions span lines of authority or functions.
2. **SHUVA** - When we feel See, Heard, Understood, Valued, and Appreciated we create the psychological safety needed to reach alignment.
3. **Versatility** - When we balance masculine AND feminine energy as we lead others, we reach solutions that we think, and feel are sound.

With that foundation in place, move the group from divergence to convergence by following the 4 Steps and 5Cs Process of Alignment.

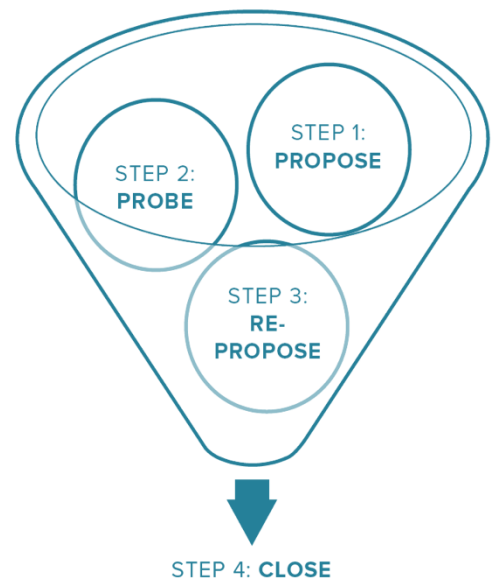
### Step 1: Propose:

Leader presents a draft version of the decision to be made.

### Step 2. Probe:

Explore around the **5 Cs** in this order:

1. **Clarifications:** What do you need to further understand?
2. **Compliments:** What do you like about the proposal?
3. **Concerns:** What concerns do you have?
4. **Changes:** What could be changed to address concerns and build commitment?
5. **Commitment:** How committed are you?



### Step 3. Re-propose:

Summarize the discussion into a new proposal, test for alignment using Fist to Five voting.

### Step 4. Close:

Review decisions, action items, and document