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The IdeaBridge White Paper Series:
Management Team Alignment



MANAGEMENT TEAM ALIGNMENT

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Summary

This is an abbreviated checklist that can be used very quickly to prime your thinking in the development of a company-wide pledge. This following pledge was originally developed by the management team of an entrepreneurial company. Use this as a template to draft a similar document for your team.

We individually and collectively agree that the following values, standards, objectives and business principles will form the framework of how we work together and interact with others at all levels within our company. We will widely share these values so that we may at all times be held fully-accountable to live, act and lead in a manner that is consistent with what we expect of one another and our employees.

- Personal Integrity and Honesty at all times, regardless of the consequences.
- Accepting complete responsibility for our words, actions and commitments.
- Teamwork, Cooperation and the complete elimination ego-blockades and turf wars.
- We will make decisions as if we were the “owners” of our respective business units; all plans, expenditures, recommendations and decisions will be made within the context that if we owned the company, the decision would have been the same.
- The foundation for all of our business decisions is based upon the following objectives: maintain asset quality, aggressive growth and cost control. The greatest challenge of our Leadership is to find an acceptable balance between these objectives.
- As the Senior Management Team of the company, we are individually and collectively responsible to take the initiative to foster open, two-way communication, not only among ourselves, but among all employees as well. We recognize that great communication starts with us listening very carefully, especially to those viewpoints that may differ from our own.
- As the leaders of the Company, we must ultimately accept full responsibility for any setbacks or failures of the team. We recognize that we are here to build the business and that we are accountable for profitably growing our respective businesses; that’s our job.
- We will seek to improve the personal productivity and effectiveness of our business units by helping them prioritize, plan and focus on those activities that will ultimately contribute most to growing our company. We will work hard to eliminate all unnecessary paperwork, meetings, reports and other nonsense that detracts from our responsibility to aggressively and relentlessly grow our business.
- We simply cannot ever tolerate from ourselves, or anyone else, bickering, in-fighting, back-stabbing, harmful gossip, irresponsible loose chatter or politicking which leads to the formation of internal cliques. We will give the Senior Team members our full and complete support and loyalty. We will not play favorites with our employees. We will consistently give 100% support to one another and other Departments.
- We will require our employees to take full responsibility for meeting their business objectives; we will hold them accountable for the commitments that they make. We will create a performance-based environment where expectations are defined in crystal-clear detail and everyone is held accountable for the commitments that they make; accountability begins with us.