



Being part of the executive leadership team inherently comes with a different set of responsibilities, focusing on clarity of vision while constantly guiding the business forward.

More often than not, executive teams get too focused on operational and tactical issues and miss out on critical opportunities to innovate, grow the business and ensure long-term market relevance.

Yet, the executive team is the only team with the responsibility, scope and impact to: *Ignite Possibility, Ensure Viability and Create Alignment* for the entire organization.

At **ConvergencyPartners** we work with CEOs to identify critical challenges and opportunities where the team at the top can focus—and align the full capability of your collective leadership to achieve sustainable and, at times, break-out results.

When you look at your Top Team, consider this:

- *Are you confident that you are getting the highest return on your investment for your Top Team?*
- *Do you know what your return on investment should be in order to get where you want to go?*
- *Is your leadership team aligned and truly leveraging their “collective” potential?*

How It Works

The **ConvergentProfiler™** for Top Teams is different from other team assessments because it focuses on the roles of leading teams—not how team members interact

with each other or individual performance. It enables executives to recognize the mandate that is uniquely theirs, connecting it with their own leadership as a critical ingredient to realizing and sustaining business outcomes.

We also evaluate team success inhibitors, also called de-railers, which can result in sub-optimal team performance.

Getting Started

We begin with your Top Team assessing itself against a collective leadership or, as we refer to it, a **ConvergentCompany™** standard. These standards are derived from both the feedback of top performing CEOs and CHROs of Fortune 500 organizations, as well as 20+ years of experience researching and working with executive teams and global organizations to drive collective leadership.

The process itself is simple and requires that every member of the Top Team complete a 30-minute survey. The tool is web-based and uses smart technology.

Benefits & Outcomes

The **ConvergentProfiler** for Top Teams gives you a birds-eye view of the organizational

landscape. As a result, your Top Team is able to leverage its fullest potential while recognizing risks, acting expediently on opportunities or challenges, leveraging their collective strengths strategically and more effectively differentiating the company in an increasingly competitive marketplace. Additionally, you will also experience the following outcomes:

- Identification of the top priorities that the leadership team must engage in to drive sustainable business results.
- Easier and quicker Top Team decision making and greater agility.
- Team improvement plans and a management process to facilitate performance.

Can you imagine your organization’s success if your Top Team was fully aligned?

ConvergentProfiler™ for Top Teams

A diagnostic tool to help senior executive teams accelerate sustainable business outcomes