


# **Baker Hill Executive Team Alignment**

Check in #1

# Agreed-upon Groundrules



- be vulnerable
  - what is said in the room stays in the room
  - transparency
  - openness & candor
- 

# Reflect silently: Team-level behavior



Thinking about the team-level commitments made at the off-site:

- Where have you seen evidence of the commitments showing up since the off-site?

What observable evidence supports these thoughts?



# Reflect silently: Personal behavior



Thinking about the commitments made at the off-site (individual and team-level):

- Share one commitment you've upheld.
- Share one commitment that's been harder than you expected.

What observable evidence supports these thoughts?



# Reflect silently: Acknowledging team members' commitments



Thinking about the commitments made at the off-site (individual and team-level):

- Where have you seen someone else in this room **consistently** live into the commitments?

What observable evidence supports these thoughts?



# Where are we still defaulting to old patterns under pressure?



PRIORITY  
CLARITY



ELIMINATING  
BOTTLENECKS



DECISION  
OWNERSHIP



ESCALATION  
TIMING



COMMUNICATIO  
N

# What needs to shift so these commitments actually hold?



Process

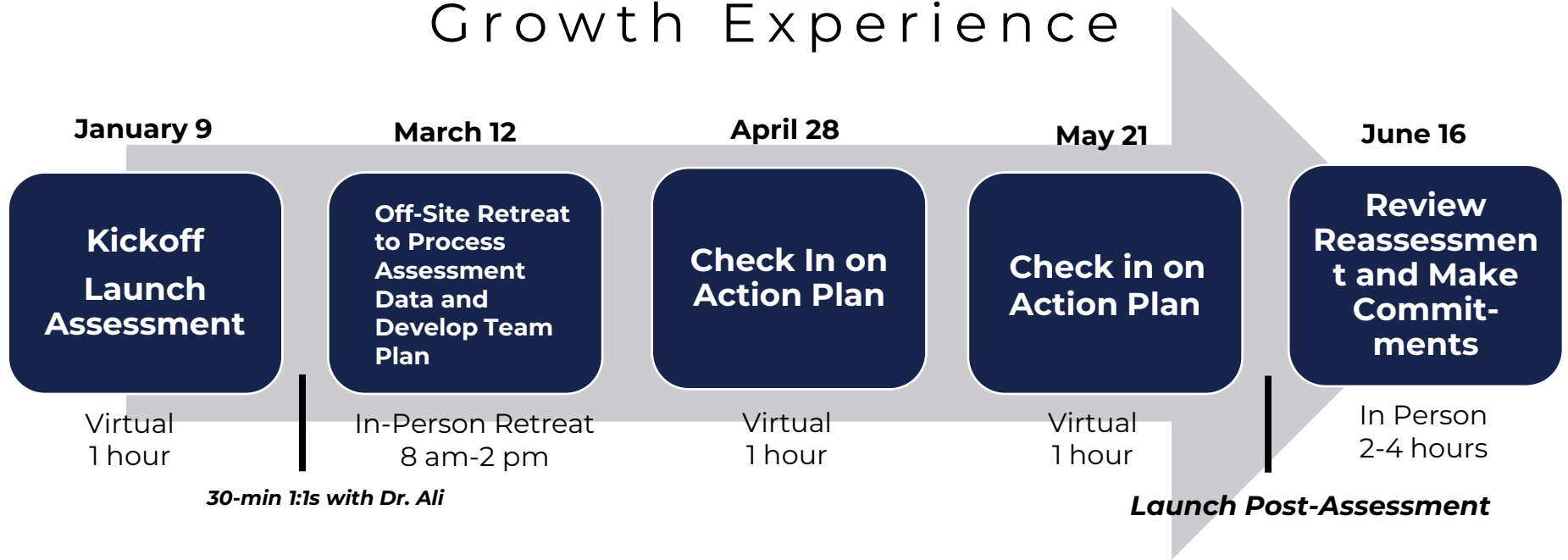


Interpersonal

# What still needs clarifying?



# Phase 1 CXO Team Development: Growth Experience



**THANK YOU!**