

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
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What needs to shift so these commitments actually hold?



Process

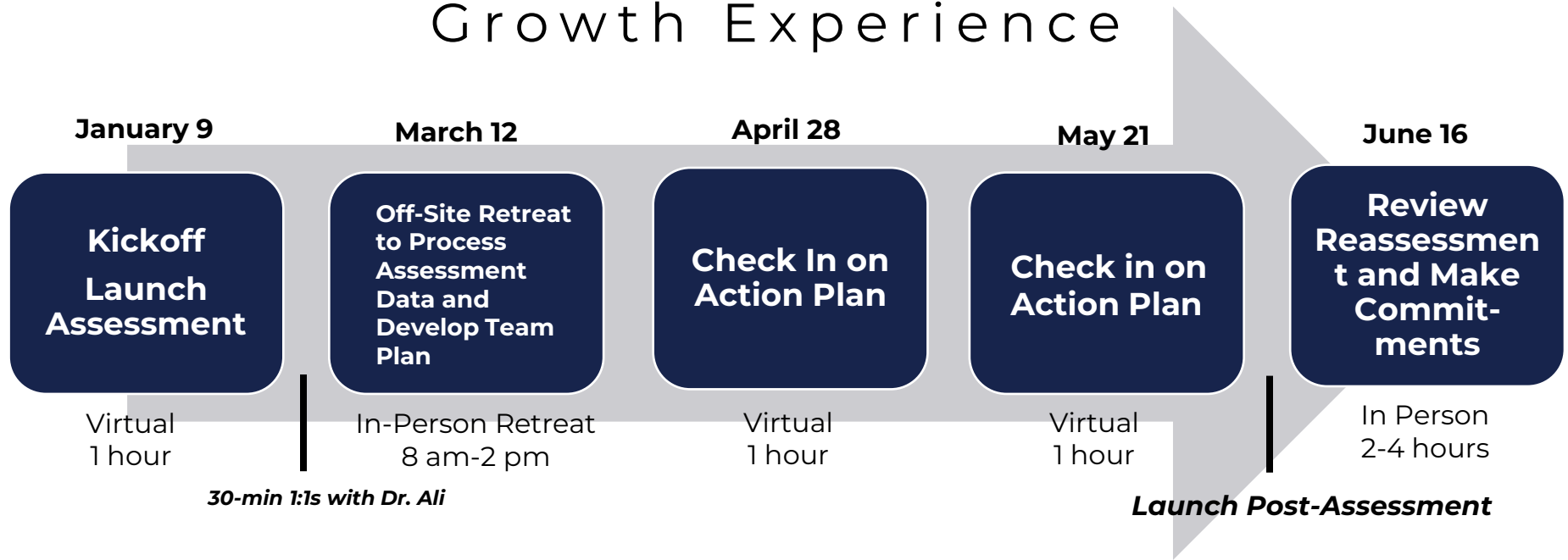


Interpersonal

What still needs clarifying?



Phase 1 CXO Team Development: Growth Experience



THANK YOU!