

# Fashioning Alignment

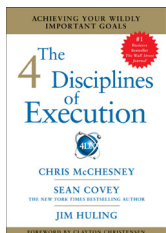
MARITA LACHAPPELL

Getting the key business elements in alignment—getting them right—leads to results that clearly tie to the mission/vision and values of the organization. How well aligned is your organization?

## For Deeper Conversation

1. Here again are the Six Rights – the aspects that need to be alignment. Which are aligned in your view? Which ones are not?
  - a. Vision and Purpose
  - b. People and Culture
  - c. Processes
  - d. Technology and Systems
  - e. Information
  - f. Rewards
2. If you are going to move to create greater alignment, what pain points would you have to overcome? What victories might you call upon to develop motivation to go even further toward alignment?
3. This interview discusses an ownership point of view when it comes to alignment: the intersection of production process, of financial reporting and of using the results to further demonstrate the ownership’s mission and values. Marita clearly places ownership in the God of heaven and stewardship in those who run the company on God’s behalf. How does your understanding align with this? What might bring it into more alignment?
4. How is alignment showing up in your succession planning and distribution of assets?

## Going Deeper Still



*4 Disciplines of Execution: Achieving Your Wildly Important Goals*  
by Sean Covey, Chris McChesney,  
Jim Huling

<https://amzn.to/2ZMIW6B>

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