

Success is not random,
but the formula has changed.

The Karrikins Group **Formula**

Today's business environment is only getting more complex, not less. More than ever before, organizations must respond and adapt to changing conditions. Unfortunately, many organizations are not capable of adapting as fast as their external environments. As a result, they are at risk of becoming obsolete.

In order to succeed, organizations have to find new ways to respond to these disruptions. At Karrikins Group we believe organizations don't change, people do. Transformation cannot happen without collective behavior change from leaders. That's why we focus on the influence of individual mindsets, group dynamics, and organizational factors on leaders, taking an honest look at how they accelerate or block leaders from moving in new directions.

We help organizations outperform the limitations of strategy, structure, capital allocation, and market conditions by making the invisible visible, solving the avoided, changing the unchangeable, and aligning the unaligned.

“The Karrikins Group process has set the foundation for the transformation of our organization.”

– **CEO**, Global business event management firm

How you lead changes everything

Legacy executive teaming is insufficient for an unpredictable future. The complexity of the challenge and the scale of opportunity requires exceptional leadership teams, not teams of exceptional leaders.

Enduring value creation will require leaders to work differently.

Most executive teams today are not well positioned to lead into a messy and fast-moving future. The new business environment requires a less individualistic leadership approach where people focus primarily on their own vertical areas. Instead, businesses need leaders who understand and are committed to leading **together** to execute their aligned strategy while being consistent with their shared vision and purpose.

Organizations that resist changing will limit their potential, miss new opportunities, and underleverage capabilities across their

organization. This contributes to operational risk, missed opportunities, and catastrophic brand impacts.

Organizational transformation is the product of deliberate alignment by its leadership. **Alignment unlocks:**

- > Adaptive teams
- > Predictive outcomes
- > Efficient investments
- > Stronger brands
- > Improved revenue and profitability

Getting there fast: Take the Karrikins Group Alignment Journey

Leadership alignment is a key predictor of success.

The speed of transformation is directly proportionate to the level of alignment senior executives have to how they collectively lead and deliver.

Transformation starts with leadership. Aligning to HOW you lead together as a team matters because leaders have the most significant influence on an organization.



“When we started this process, I would not have said any of this was possible. Today, at the close of this work, I believe this team can transform this organization.”

– Customer Experience Executive
Fortune 500 financial services corporation

MAXIMIZING MARKET VALUE

This mid-size healthcare technology company faced misaligned leadership and lacked a culture of execution.

Our partnership delivered leadership and organizational alignment over an 18-month period. Leaders began to align themselves and others to deliver collectively, and in four years, the market value of this organization went from \$390 Million to \$1.1 Billion resulting in the company being acquired for a multiple above industry average.

UNLOCKING CULTURE

This high-tech manufacturer had a destructive culture, deteriorating employee engagement and customer satisfaction.

Together with the CEO and his direct reports, we clarified how the executives needed to lead together as a team to build a high performance culture. In less than a year they turned around their engagement and satisfaction metrics and grew revenues 56% in an industry that was struggling to expand.

UNIFYING FOR RAPID EXPANSION

As a result of multiple acquisitions, this Fortune 500 company faced disjointed leadership across disparate lines of business.

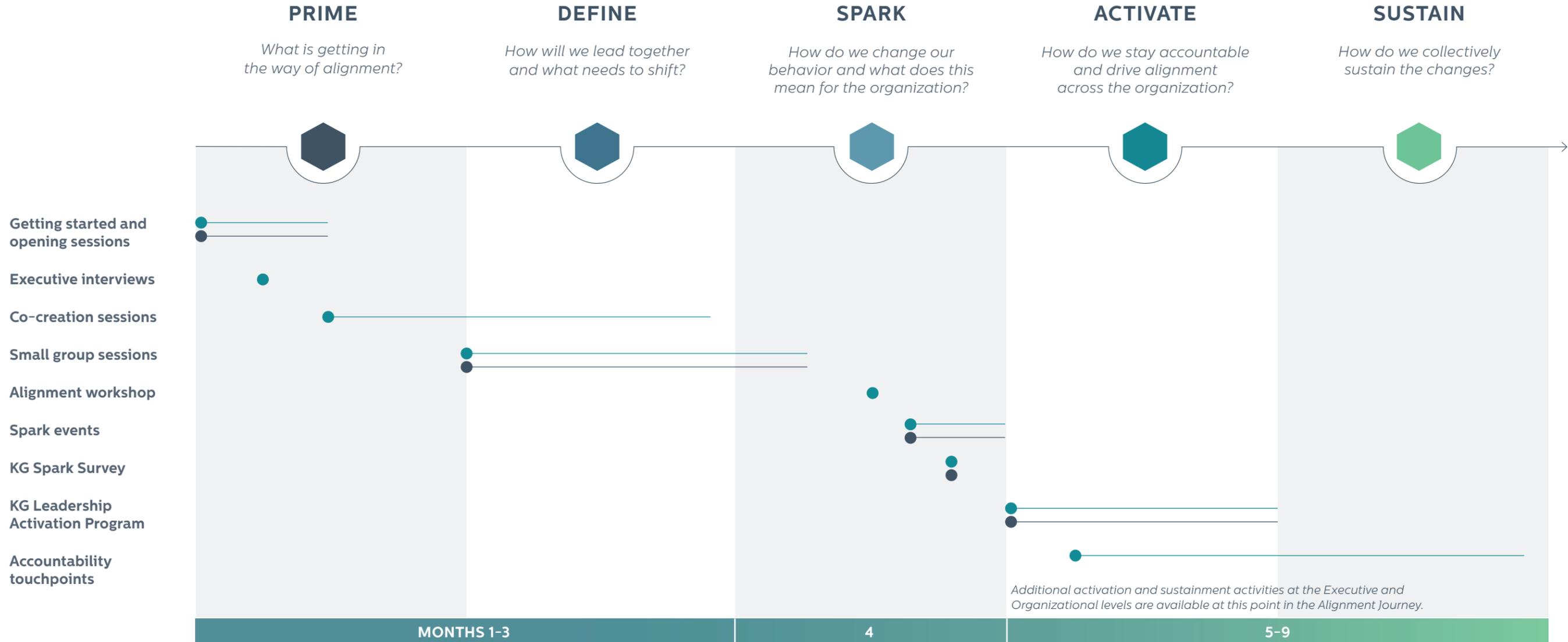
Together we focused on driving aligned decision making across the 7000+ leaders representing multiple lines of business and functional areas. In just over one year, this leading telecommunications and media company executed on its most ambitious market expansion ever, adding \$50 Billion in market capitalization.



We help leadership teams unlock their collective power by defining *HOW To Lead Together*.
By better aligning energy, resources, decision making, and behavior, leadership teams are able to accelerate transformation and amplify impact.

The Alignment Journey

- **Alignment Team**
The organizational sponsors and executive leadership team co-creating *HOW To Lead Together* in the form of an Alignment Blueprint.
- **Extended Group**
The non-executive senior leaders who provide input to help shape the Alignment Team's thinking.

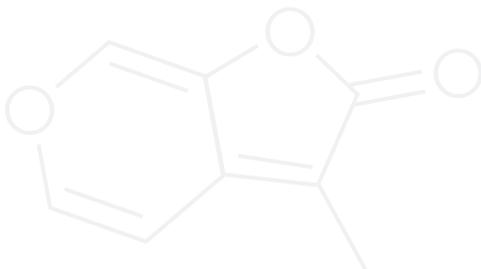


We are Karrikins. We're world-class facilitators, cultural changemakers, behavioral scientists, and experience creators, but above all, we're people looking to make a lasting and positive impact. With decades of diverse experience in helping companies set ambitious strategies and act on them, our leaders guide our collective impact and enable transformative growth for leaders and teams.

Our impact around the globe has been in good company.



Want to get in touch? Let's talk...hello@karrikinsgroup.com



Karrikin (n): a group of compounds found in the smoke of burning plants that stimulates seed germination and catalyzes growth.