

Notice to ICG Professionals



Dear ICG Professionals in Europe

Introducing our new Corporate Partner, The Leadership Gallery

We have recently signed a new Corporate Partner for ICG, The Leadership Gallery and would like to introduce you to them and to what we believe is a significant opportunity for ICG consultants. The Leadership Gallery, (TLG), has developed a unique diagnostic tool, Align + ®, that when used with clients, will help to quickly establish high quality, profitable, long-term consulting opportunities. Align + ® is a relatively speedy and inexpensive intervention, that results in rich and valuable insights for organisations and consultants.

An overview of TLG and Align+ ® are shown below. More details are provided in the brochure [HERE](#) and in this 90-second introductory video.

<https://theleadershipgallery.com/align-plus/>

Who are The Leadership Gallery?

The Leadership Gallery is a team of highly experienced business leaders and consultants with first-hand knowledge and expertise of organisational design, transformation and strategy implementation in global organisations. TLG works with SMEs, medium and large companies, both international and domestic, who are on the brink of change, or are experiencing factors which have a significant impact on their business plans – issues such as digital disruption, political uncertainty and the speed of technological innovation.

What is Align+®? What is the benefit to organisations?

Given the time, effort and cost of developing business strategies, it's an expensive mistake if they don't deliver. The Leadership Gallery works with organisations that have already put together their strategy and who want to ensure it succeeds. Align+ ®, TLG's unique suite of nine diagnostic tools, enables leaders to identify the gaps in their strategy: what are the risks, what are the strengths and where are the weaknesses? Given that 67% of well-formulated strategies fail due to poor execution (Harvard Business Review) TLG 'stress tests' an organisation's strategy. In short – is the organisation poised to successfully execute its strategy?

Each Align+ ® tool consists of an online diagnostic followed by a facilitated workshop in which findings are reported back. The diagnostic consists of carefully thought-provoking questions on the subject under discussion (e.g. strategy, leadership, risk, culture, engagement etc). The workshop which follows enables teams to swiftly identify the critical misalignments or fault-lines that could come in the way of successful strategy execution. It provides a mechanism for all key voices within the team to be heard and enables resolution and prioritisation of key issues. Workshops conclude with teams agreeing the actions needed to ensure the strategy

delivers its intended business outcomes. Workshops can be conducted online or face-to-face.

What are the benefits to ICG affiliates?

Using one or more of the relevant Align+ ® tools at the start of an ICG client engagement enables organisations to quickly identify the weaknesses and gaps in their strategy without the need to have teams of expensive consultants spending months poring over their business, tying up executives' valuable time. The workshops which follow completion of the online Align+ ® diagnostic highlight the issues that need to be tackled and conclude with an action plan. Invariably this clearly highlights consulting work, which is likely to focus on leadership, culture, process, organisational structure, risk, employee engagement etc. TLG's involvement ends at this point with the consulting work picked up, owned and delivered by ICG consultants.

Approach

Typically, a client will begin with their leadership team / EXCO undertaking the Align+® Strategy diagnostic. This will be followed by the team taking part in a facilitated workshop (online or face to face). This whole process (diagnostic and workshop) will be repeated six to nine months' later to determine what progress has been made.

Align+® is a very scalable tool, and depending on circumstances, can be used with large cross sections of an organisation.

We have agreed with TLG that consulting work emerging from organisations using Align+ ® is owned and delivered by ICG consultants. Commission is payable to ICG consultants on introduction of TLG to a client (once the client has paid TLG), but potentially the bigger prize is using the outputs from the diagnostic to support further consulting work with the client.

For more information please contact Rob Shorrick, CEO at The Leadership Gallery on +44 (0) 7521 581909 or at robshorrick@theleadershipgallery.com

Best wishes

ICG Europe team