

Impacting Committee Performance: A Case Study in Team Alignment and Decision-Making



Effective strategy and cohesive teams are the foundation of productivity and performance—but achieving this alignment doesn't happen on its own. Most leaders are not trained to cultivate the environment or facilitate the structure necessary for success. Orange Grove Consulting (OGC) steps in to solve this challenge by expertly planning and facilitating engaging group activities that drive buy-in and alignment through onsite, in-person workshops.

National Leadership Committee

A large national organization's infrastructure committee, tasked with providing targeted recommendations to leadership, faced common yet critical challenges since their formation 5 years prior: defining core membership, establishing decision-making protocols, and running effective meetings. To address these issues, OGC designed an engagement tailored to the committee leadership's specific goals.

Over the course of a two-day offsite workshop, OGC facilitated a variety of activities, including experiential case studies and skill-building exercises designed for reflection and insight. The workshop session was specifically tailored to empower committee members to practice and refine their processes, ensuring alignment with their established goals and desired outcomes.



Outcomes

By the end of the 2-day workshop, the committee accomplished the following which formed the basis for their work together in the following year:

- Team alignment on a draft compelling direction statement and shared core values (specific to the committee and distinct from organizational values)
- Creation of and agreement to team norms, including psychological safety norms to ensure open and candid discussions
- Alignment on decision-making steps for both fast and slow decisions, as well as communication guidelines
- Team connection, cohesion, and agreement on core membership for the committee

Strategic Engagement Process



Drawing on decades of strategic consulting experience, we customize our proven engagement framework to meet your unique organizational needs. Our comprehensive approach includes:

Data & Context Gathering:

Through reviewing relevant data and meeting with key stakeholders, we gather necessary background and align on outcomes for the project.

Workgroup/Committee Creation:

We provide input and suggestions for the creation of an effective workgroup for the project if one is not already in existence.

Workshop Design:

Using a structured change management approach, we collaborate with key stakeholders to align on desired goals. We then develop a customized process outline for the workshop, incorporating carefully designed activities that drive the necessary outcomes to achieve those goals.

Pre-Workshop Meeting:

To ensure workshop time is most impactful, we host a pre-workshop meeting with the workgroup/committee to establish the agenda and set expectations.

Facilitated Workshop:

Our expert facilitators lead the workgroup or committee through engaging activities, adapting in real time to ensure alignment with the project's goals and objectives.

Post-Workshop Meeting:

After the workshop, we meet with key stakeholders to review the results and provide a written summary of the outcomes and key takeaways. We conduct follow-ups at six months and one year to support ongoing outcome measurement and ensure sustained progress.



Orange Grove Consulting

We specialize in helping organizations improve culture, engagement & talent management through a set of consulting tools and training programs.

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