



The Aligned Organisation Checklist

A quick sense-check tool to reflect on whether leaders are creating the conditions for people to work as part of one shared system

YES	SOME- WHAT	NO	
☐	☐	☐	Do senior leaders share a clear view of the organisation's most important priorities?
☐	☐	☐	Are functional priorities regularly discussed in the context of broader organisational outcomes?
☐	☐	☐	Do leaders make visible trade-offs together when priorities, timelines, or resources compete?
☐	☐	☐	Is success measured by what the organisation achieves together, not only by what each function delivers?
☐	☐	☐	Do leaders understand how their own status needs, functional identity, and team loyalties may shape organisational alignment?
☐	☐	☐	Does the executive or senior leadership team operate as each leader's "first team"?
☐	☐	☐	Are tensions between functions surfaced and worked through constructively, rather than managed in side conversations?
☐	☐	☐	Do leaders create the conditions for their teams to contribute beyond their own function?
☐	☐	☐	Are planning and decision-making forums designed to support alignment across the organisation?
☐	☐	☐	Do leaders model the aligned behaviours they expect from others?
☐	☐	☐	Do people have permission, time, and support to work across boundaries when the work requires it?

** This checklist is not exhaustive and should be used as a guide only.*

What will you do with your results?

Use this page to turn your checklist insights into actions

FOR ITEMS CHECKED 'YES'

What will you do to reinforce these and maintain momentum?

Consider:

- How will you communicate and reinforce these strengths?
- What systems or practices will ensure these continue?
- How can you leverage these areas to support alignment across the organisation?

Your actions:

FOR ITEMS CHECKED 'SOMEWHAT'

What will you do to strengthen these areas and move them toward 'YES'?

Consider:

- What specific gaps or concerns need to be addressed?
- Who needs to be involved in improving this area?
- What resources, forums, or support would help this move forward?

Your actions:

FOR ITEMS CHECKED 'NO'

What will you do to address these gaps?

Consider:

- Is this a critical barrier to leader alignment or working as one shared system?
- What immediate actions are needed to strengthen alignment in this area?
- Do you need external support or expertise to address this?

Your actions:

Priority actions

Based on your responses, what are your top 3 priority actions? Get started on these.

1.

2.

3.

Need help strengthening leader alignment?

Our work with leadership teams helps organisations understand where alignment is strong, where it is breaking down, and what conditions need to shift so people can work as part of one shared system.

If your organisation is trying to strengthen alignment across teams, functions, and leadership layers, we can help.

Contact us:

hello@carouselconsulting.com.au

0417 728 609

carouselconsulting.com.au/contact-us

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