Execution Alignment Lab — Insight Capture

For the facilitator — capture the divergence, the order the group commits to, and what it carries into work. Keep it on the order, not a list.

TEAM _____ FACILITATOR _____ DATE _____

THE ONE IDEA

Alignment isn't agreeing on the list — it's agreeing on the order when you can't do it all.

1 The priorities in tension

competing goals or values — not projects; four to six

2 The divergence

each leader's private order, side by side — where they differed under the constraint

3 What the team discovered

it had agreed on the priorities but never on the order — the "damn, that's true" moment

4 The committed order

the one shared order the group agreed, top to bottom

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5 The trade-offs

what loses at each position, and who carries the order into the next conflict

6 The reusable habit

what the group takes back to work

The habit: don’t confirm alignment by agreeing on goals — test it by forcing a shared order under a real constraint.

7 Facilitator notes

what worked, what to watch, follow-ups

Before you leave: photograph this sheet — and the activity capture sheet — and send both to everyone who took part. An insight that isn’t written down rarely survives the week.

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