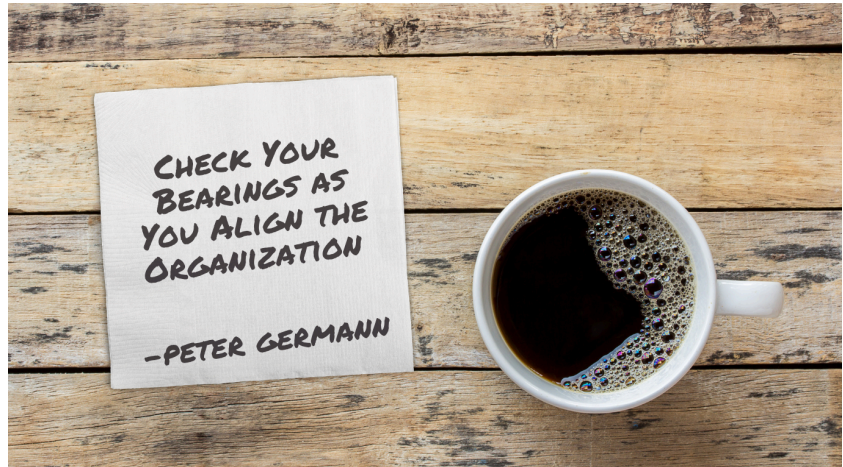


## Check Your Bearings as You Align the Organization

*Peter Germann, Executive Coach*

Alignment is not something that sustains throughout the course of an initiative or a project. Oftentimes, adjustments need to be made, things can change, and priorities can shift.



At the beginning of a project or initiative, the direction is usually clear. A leader will align their teams and move forward with intense focus and energy. Once the momentum is built and things feel like they're moving along at a good pace, it's easy to trust that things will unfold as planned.

Sometimes, changes don't feel significant in the moment. But over time, they can shift the organization slightly off course. If these changes aren't addressed, they can compound, leading to misalignment. Just as a ship gets off course because of changes in weather or other external conditions, an organization can get off course,

A strong leader will have check-ins, where they can step back and assess the progress made so far. Alignment is something that needs to be maintained. It can't be assumed that alignment will sustain throughout the entire project or initiative.

The ability to step back and assess requires awareness, focus, and discipline. This allows time to make course corrections before small issues turn into larger problems.

Before moving forward, a leader might pause and remind themselves:

**Checking your bearings is part of the alignment process.** When leaders consistently check and adjust, alignment stays intact, corrections stay small, and progress remains steady.

That's when leadership becomes less about fixing what went wrong and more about continuously guiding the organization in the right direction.