

Execution Booster for Leadership Teams

OUR VALUE PROPOSITION

MANAGEMENT CONSULTING | LEADERSHIP DEVELOPMENT | EXECUTIVE COACHING

WALK

Meaningful Business Transformation

A new context

Strategy is rarely the bottleneck. Converting it into coordinated action is.

The Challenge



The plan is not the problem.

Failure lives between the plan's definition and its coordinated action.



Insufficient alignment on:

- What exactly do we mean by X?
- What exactly will be success?
- Who is in charge?
- When do we expect what?



Key obstacles:

- Hidden miscommunications
- Unclear commitments
- Insufficiently rigorous follow-up



Where The Value Leaks



**Bold Plans vs.
What Actually Ships**



**Individual Targets vs.
Collective Ownership**



**Activity And Reporting vs.
Real Impact**

The gap does not close with more reporting. It closes with alignment, cadence and ownership.

Teams stall between agreement and action.

These are the typical friction points that arise from our diagnosis.



Everything urgent, nothing framed

Complex problems arrive unstructured. The team debates symptoms instead of separating what matters from noise.



Agreement in the room, drift outside it

The same words carry different meanings. Ambiguity survives the meeting and resurfaces weeks later.



Commitments insufficiently put in writing

Either decisions are never captured, or they end up in decks nobody reads, and nobody follows.



Six leaders, six narratives

The organization receives inconsistent messages, hesitates, and waits for clarity before moving.



Ineffective meetings

Difficulty conducting effective follow-up meetings since there is no clear, anchored commitments to revisit.



Unnecessary rework and iterations

Weeks are lost to iterations, re-cuts and misunderstandings that lead to frustration.

Beyond traditional PMO

The old PMO playbook won't thrive in the current environment.

TRADITIONAL PMO

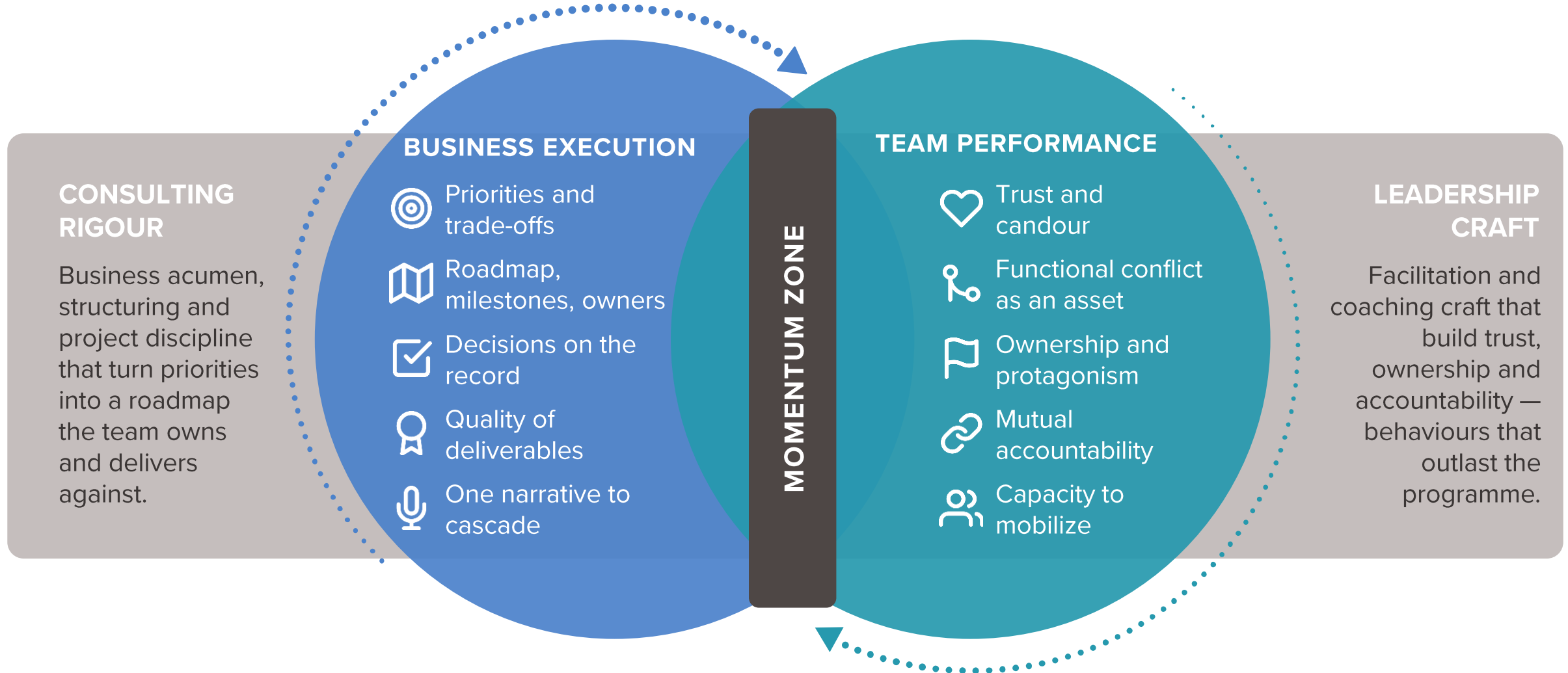
-  **A commoditized offer** — capacity, tooling, dashboards and assurance — available from Big Four and boutique providers alike.
-  **Delivered by junior talent** once the deal is signed.
-  **Heavy, generic reporting**, with little focus on what's actually contested and worth the team's time.
-  **Built on the assumption** that teams must be pushed and controlled to deliver.

WHAT LEADERSHIP TEAMS NEED

-  **Deep alignment on the priorities** that genuinely matter — not a standard template.
-  **Senior interlocutors**, credible with CEOs and CXOs, personally accountable and present in the room.
-  **Selective, sharp challenge** on the few things that matter, with constructive feedback to top management — not auditing.
-  **Ownership and follow-through** the team builds for itself, addressing both the WHAT (quality, deadlines) and the HOW (commitment, transparency, delegation) behind it.

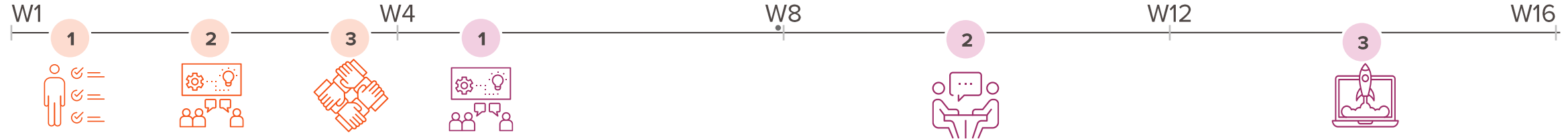
Where the value compounds

Business execution and team performance are worked at the same time, on the same live agenda. The two tracks are not two workstreams with two teams. Same consultants, same sessions, same agenda.



A 16-week journey

Four weeks to align. Twelve weeks to make the difference. Then the team runs on its own cadence.



PHASE 1 · ALIGN

Weeks 1 – 4

1

Diagnosis – Map the team situation through interviews and surface the real challenges.

2

Workshop – A 1,5 day in-person workshop on team dynamics and priority initiatives.

3

Roadmap – A prioritized roadmap and an aligned, committed team.

PHASE 2 · ADVANCE

Weeks 5 – 16

1

Anchor session every 4 weeks with the whole team

A 4-hour in-person anchor session every four weeks to check progress against the roadmap, make the decisions it now requires, have a honest review of team dynamics and behaviors.

2

1:1 conversations with each team member

Ongoing 1:1 conversations that turn initiatives into pressure-tested action plans. The individual track is where iterations get eliminated. Most rework happens because a member arrives at the collective session with work that was never pressure-tested.

3

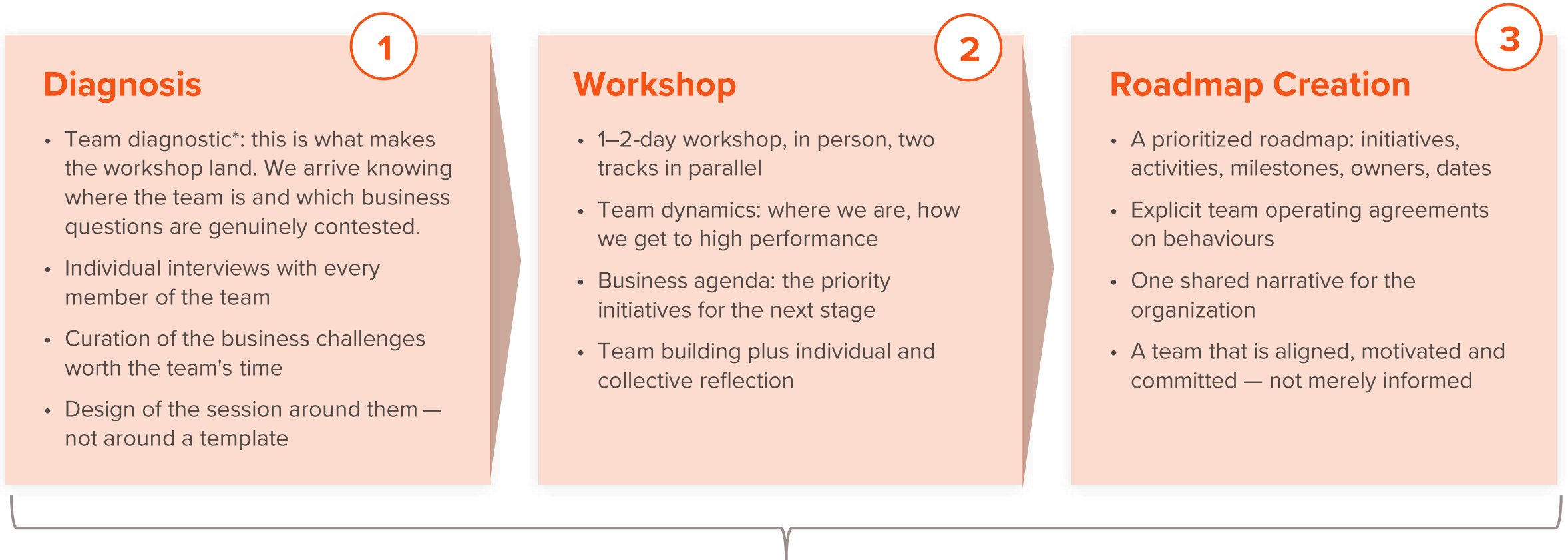
1:1 touchpoints with the team leader

Recurrent touchpoints highlighting risks, blockers and cross-dependencies where leadership intervention is needed-

16 weeks is the standard shape, not a rule. What is non-negotiable is the rhythm: no initiative waits more than two weeks for a decision, and the team meets in person every four weeks..

Phase 1 - Align

Weeks 1 – 4. A leadership team that agrees on the ambition, the priorities and how it will work.



Phase 2 - Advance

Weeks 5 – 16. Rhythm, rigour and support — while accountability stays with the team.

Anchor session every 4 weeks with the whole team

- 4 hours, in person, as a team — three anchors across the 12 weeks
- Progress against the roadmap and the decisions it now requires
- Honest review of team dynamics and behaviours
- Agreement on actions and on the messages to cascade

1:1 conversations with each team member

- Weekly or biweekly, calibrated to the support each member needs
- Templates and worked examples to define initiatives and action plans
- Clear, aligned and committed milestones between key stakeholders
- Assertive feedback on content quality, drawn from comparable contexts

1:1 touchpoints with the team leader

- Biweekly project direction review
- Early warning on risks, blockers and cross-dependencies
- Where the leader needs to intervene — and where not to

Rhythm creates momentum: no initiative waits more than two weeks for a decision, and the team never meets without an agenda designed for it.

Benefits

Six shifts a traditional program office does not deliver.

KEY SHIFTS	FROM	TO
 Alignment Around One Ambition	Parallel Agendas	→ One Shared Objective
 Commitment And Mutual Accountability	Compliance Tracking	→ Mutual Ownership
 Real Operational Capacity	Slipping Deadlines	→ Milestones Actually Met
 Faster Execution	Stretched Teams	→ Senior Capacity That Counts
 Less Rework	Status Updates	→ Decisions Made In The Room
 Decisive Meetings	Rework & Back-and-forth	→ Getting It Right The First Time

Why WALK

Top-management consulting rigour and leadership development craft, delivered in the same room.

Top-management standard

- Deliverable quality and analytical rigour expected at board level
- Disciplined project management: structure, cadence, follow-through
- Business acumen to challenge content, not just chase status
- Credible senior interlocution with CEOs and CXOs.



Simultaneous impact

- Business execution and team performance advanced at the same time, on the same live agenda
- Trust and interpersonal bonds built while the roadmap moves forward, not in a workshop bubble
- Every session drives the business result and the team's maturity, at once.



Leadership growth

- Confidence, ownership and protagonism of each team member.
- Capacity to manage conflict productively.
- Ability to influence and mobilize their own teams.
- Behaviours that outlast the programme.



Selected experience

Where we have already done this work, under other names, for demanding leadership teams.

Consumer & retail

- Integration of two retail operations into a common vision and culture, engaging 5,000 people in dialogue in 18 months.

Financial services

- Alignment of executive teams and organizational engagement at scale to land new strategic plan across retail banking.

Technology & Telecom

- Global leadership development and deployment of a digital culture across IT, Network and Customer operations

Industrial

- Implementation of agile, cross-functional ways of working across manufacturing, supply chain and R&D.

Energy

- Implementation of new strategies in Exploration, Industrial, Digitalization & IT, Market Intelligence, and Planning areas.

Pharma

- Field Force Sales, Operations, Marketing, Medical and HR development programs.

Transportation & Logistics

- Post-merger cultural integration and a common operating model across country organizations.

Infrastructure

- Deployment of new strategy, organization and operating model across construction, industrial, and concessions businesses.

Services

- Implementation of performance management at global scale across Europe, Americas and Asia.

Public Sector

- Leadership development and team-effectiveness programmes for European institutions and regulatory bodies.

+200 consultants across multiple nationalities and languages

+40 enterprise transformations in +30 countries over 10 years

+1M alumni of leadership programmes in +50 large organizations

We help global companies navigate complexity

Our clients are large-scale global organizations that span across industries and sectors. We work hand by hand with executive teams and middle managers alike, helping them to embrace and drive change.





Our People Make Us Unique

Our mix of backgrounds and experiences is the key to your success. Our unique approach integrates high-value added consulting with leadership development.

Executive coaches, leadership facilitators, and organizational psychologists, trained in the best schools around the globe.

Former Management Consultants, CEOs, and Top Executives, with strong business acumen combined with analytical & project management capabilities.



Meaningful Business
Transformation

WALK WITH US!

www.walkleadership.com

WALK is a global consultancy focused on producing meaningful business transformation through leadership development and cultural change. Combining a team of strategy consultants, organizational psychologists, and leadership facilitators, WALK works with large organizations to ensure effective execution of their business initiatives. We do so by aligning people with strategy and empowering them to embrace a new leadership paradigm for the digital age. WALK's solutions include leadership development programs, alignment of executive teams, organizational engagement at scale, design and deployment of a digital culture, and implementation of new ways of working.

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