

**HUMANS
AT PACE**

Building Alignment Through Collaboration

A HALF-DAY LEADERSHIP WORKSHOP

Create alignment across functions and equip your leaders and teams to turn competing priorities into shared focus, faster decisions and coordinated action.

SHARED OUTCOMES ■ CLEAR OWNERSHIP ■ BETTER COLLABORATION



— WHY NOW

Your functions are moving fast but not always in the same direction

Matrix structures, transformation programmes and distributed teams mean that more work now depends on cooperation across functions. Yet each function is balancing its own targets, pressures and measures of success.

When priorities are not aligned, the cost appears in slow decisions, duplicated effort, poor hand-offs, repeated meetings and avoidable tension. The organisations that thrive will be those that align quickly around shared outcomes and turn discussion into coordinated action.

The problem is rarely a lack of effort. It is talented people working hard against **different priorities**.



Alignment at pace does not mean everyone agrees. It means people understand the shared outcome, make the necessary trade-offs and commit to moving together.

MATCHFIT



THE WORKSHOP

A practical, HUMAN response to cross functional complexity

'Building Alignment Through Collaboration' is a focused, interactive session that helps people work across organisational boundaries, navigate competing demands and turn shared intent into coordinated delivery.

OUR PURPOSE

To equip leaders and professionals with the awareness, language and practical tools to align priorities, clarify ownership and collaborate across boundaries, so work moves faster without creating friction, confusion or rework.

Designed for

- Senior leaders and executives
- Functional, team and people managers
- Programme, project and change leaders
- HR and learning professionals
- Organisations operating across functions, regions or disciplines

Why it matters

- Accelerates decisions**
Less time is lost reconciling priorities and reopening decisions.
- Reduces friction and rework**
Clearer expectations, contributions and hand-offs.
- Strengthens trust**
More candid dialogue and fewer surprises across boundaries.
- Turns discussion into action**
Visible commitments, ownership and follow-through.

½ Day DURATION	In-person or virtual DELIVERY	Up to 12 PARTICIPANTS	Interactive REFLECT & APPLY
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THE PROGRAMME

Six themes that turn cross-functional intent into coordinated action

The session moves from seeing the whole system, to aligning priorities and decisions, to embedding practical habits that make collaboration easier.

01

Seeing the Whole System

Understand how local goals, incentives and pressures influence the wider outcome. Map stakeholders, dependencies and the points where work commonly slows or breaks down.

02

Aligning Around Shared Purpose and Outcomes

Move beyond functional positions to define the customer, organisational or strategic outcome everyone is working towards and what success looks like in practice.

03

Making Priorities, Tensions and Trade-offs Visible

Surface competing demands, constraints and assumptions early. Use structured dialogue to make the real tensions discussable before they become delay, frustration or conflict.

04

Clarifying Ownership, Decisions and Hand-offs

Create clarity about who owns the outcome, who contributes, who decides and how work passes between functions. Reduce ambiguity without adding unnecessary process.

05

Building Trust Through Productive Challenge

Speak candidly, listen across professional boundaries and challenge ideas without damaging relationships. Disagree, resolve and commit so that decisions hold after the meeting.

06

Embedding a Cross-functional Operating Rhythm

Use purposeful check-ins, visible commitments and fast feedback loops to maintain alignment. Keep information moving, address drift early and reset priorities when conditions change.

THE BENEFIT

What your leaders will take away

Tangible, lasting outcomes for the individual, the team and the wider organisation.

FOR THE LEADER	FOR THE TEAM	FOR THE ORGANISATION
✓ Lead beyond functional authority and influence across boundaries	✓ Shared priorities and clearer ownership	✓ Faster execution across functions
✓ Reframe functional tensions around shared organisational outcomes	✓ More productive challenge and fewer defensive conversations	✓ Less duplication, rework and meeting drag
✓ Create clearer agreements and decisions under pressure	✓ Better hand-offs, follow-through and trust	✓ Collaboration that holds through change and complexity

Collaborate at pace without letting functions pull in different directions.

SHARED FOCUS. CONSTRUCTIVE CHALLENGE. COORDINATED DELIVERY.



WORKSHOP DETAILS & PRICING

What's included, and what it costs

FORMAT	Interactive Half-Day Workshop
DELIVERY	Face-to-Face or Virtual
DURATION	Approximately 3.5 – 4 Hours
METHODOLOGY	The workshop is highly interactive and uses live cross-functional challenges, facilitated discussion, practical models and focused exercises. Participants map stakeholders and dependencies, test assumptions, practise alignment conversations and leave with clear actions that can be applied immediately.

FACE-TO-FACE INVESTMENT

£1,800

For a maximum of 12 participants.

VIRTUAL INVESTMENT

£800

For a maximum of 12 participants.

MEET THE TEAM



Bradley Honnor

MANAGING DIRECTOR

Bradley has extensive experience leading business strategy, driving cultural change and supporting sustainable growth.

[READ FULL BIO →](#)



Emily Courtney

OPERATIONS DIRECTOR

Emily is an experienced CIPD-qualified HR specialist delivering people focused solutions across complex global business environments.

[READ FULL BIO →](#)

MATCHFIT'S EXECUTIVE FACILITATORS & COACHES

Experts in leadership, psychology, coaching and organisational transformation.

[FIND OUT MORE →](#)

PROVEN IMPACT



I am more aware of how I show up in leadership moments and the influence that has on confidence, engagement and accountability within the wider team. My ability to support the team in our rapidly changing business has been enhanced significantly. A big thanks to MatchFit and their very skilled facilitators.

Sally Gibson
Managing Director, Dawleys

Bring 'Building Alignment Through Collaboration' to your leaders and teams

SPEAK TO THE TEAM

Zach@matchfitclimb.com

[REQUEST THE FULL AGENDA](#)

Delivered by MatchFit®

MatchFit helps organisations achieve sustainable high performance by combining leadership development, performance psychology and organisational effectiveness.

Our approach is tailored to your context, sector and people. We help leaders and teams understand what is getting in the way of collaboration, then turn that insight into clear conversations, practical behaviours and better ways of working.

Because pace comes from alignment – not simply asking people to move faster.

TRUSTED BY LEADERS ACROSS THE PUBLIC & PRIVATE SECTOR



hhglobal®

Julius Bär

