

Talent Without Alignment is Just Noise

The Physics of High Performance
Teams



Speed is not Velocity



Speed (Scalar): How fast you are moving.

Velocity (Vector): Speed + Direction.



*Most leaders hire for
Speed (IQ/Effort).*

*But they forget to set the
Direction.*



**High Talent + Low Alignment
=
Zero**

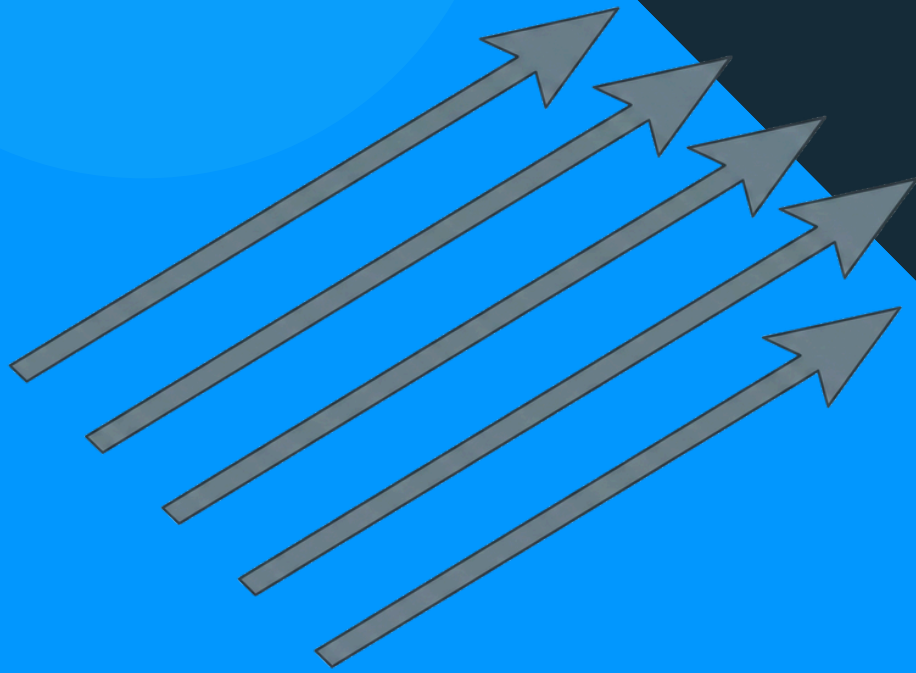
You have 5 Geniuses.

They are all pulling at 100% force.

But the vectors cancel each other out.

Net Movement: 0

Net Heat / Friction: 100%



Average Talent + High Alignment
=
Velocity

You have 5 Average players.

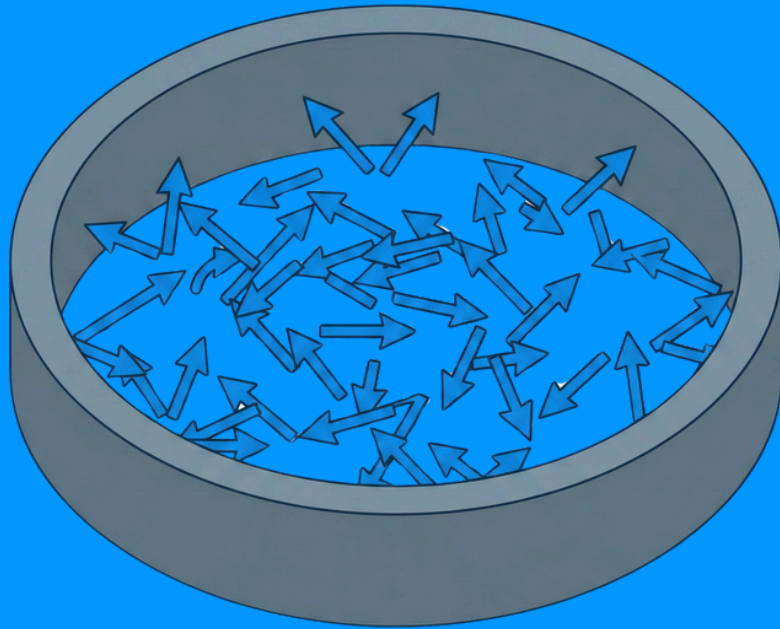
They only pull at 50% force.

But they move in the same direction.

Net Movement: 25

The Insight: Aligned B-Players defeat Misaligned A-Players every time.

72% of your team is guessing

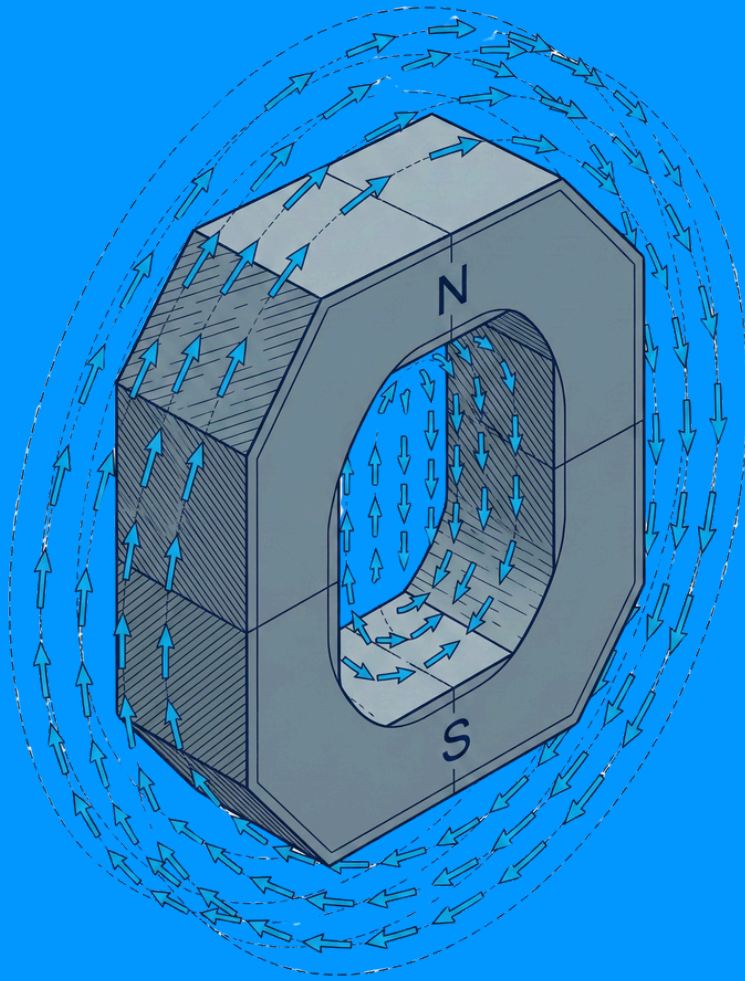


MIT Sloan research shows **only 28% of managers** can list their company's top 3 priorities.

If they don't know the target, they can't align their vector.

You aren't leading a team. You are managing **Chaos**.

Be the Vector Field



Your job is not to "do the work"
(Magnitude).

Your job is to set the Direction
(Vector).

The Trust Coefficient:

*High Trust aligns vectors. Low Trust
scatters them (self-preservation).*

The 3-Question Test

1. The Hallmark: Can everyone recite the #1 goal?

2. The Math: Do we reward "Individual Heroes" (Scalar) or "Team Movers" (Vector)?

3. The Audit: Draw arrows for your direct reports. Are they parallel?

For help or information connect via LinkedIn or my site.

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