

# THE ALIGNMENT RESET™

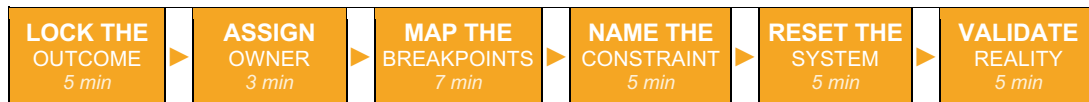
WAR-ROOM VERSION — Run this live when everything looks fine—but isn't.

Bob Roark Enterprise IT Stabilizer • Grove Method™ • bobroark.com

**Everything looks fine. It isn't.**  
 The dashboard is green. Escalations keep coming. Everyone is right. **The system still fails.**  
 ▶ Because no one owns the outcome **across the system.**

**RUN THIS MEETING**  
**SAY THIS FIRST — VERBATIM:**  
*"Everything looks fine. It's not. We're not fixing symptoms today. We're fixing what's breaking between teams."*  
**Pause.**  
**Then:**  
*"We are leaving this room with one outcome, one owner, and one change."*

## THE WORKFLOW — 30 MINUTES TOTAL



STEP	SAY THIS	IF THEY PUSH BACK	IF THE MEETING FAILS HERE	WHO	OUTPUT	RED FLAG
<b>01</b> OUTCOME 5 min	<b>"What is the one thing that must improve in the next 30 days?"</b>	If they list multiple: <b>"Then nothing is a priority. Pick one."</b>	Name the closest outcome you can agree on and move. Perfection here kills momentum.	Executive sponsor + service owner	<b>One measurable outcome in plain language</b>	Activity language. Milestones. Project lists. None of those are outcomes.
<b>02</b> OWNER 3 min	<b>"Who owns this end-to-end?"</b>	If they say "shared": <b>"Then no one owns it. Pick one."</b>	If authority is unclear, that is the meeting. Stop and resolve authority before continuing.	Executive sponsor names the owner	<b>One named person with defined authority</b>	Shared ownership. A committee. A team email alias.
<b>03</b> BREAKPOINTS 7 min	<b>"Where does this break between teams?"</b>	If there is silence: <b>"Then the process doesn't exist."</b>	Pick the most recent escalation and trace it backward. That	Owner + one rep from each affected function	<b>Top 3 breakpoints named and written down</b>	No one can describe where work transfers. The handoff is invisible.

STEP	SAY THIS	IF THEY PUSH BACK	IF THE MEETING FAILS HERE	WHO	OUTPUT	RED FLAG
		<b>It's being improvised."</b>	<i>path will show you the break.</i>			
<b>04</b> CONSTRAINT <i>5 min</i>	<b>"What is actually limiting this?"</b>	<i>If they say "everything":</i> <b>"Then leadership hasn't made a decision. That's the constraint."</b>	<i>Ask: "If you could only remove one thing, what would it be?" Force the single answer.</i>	Owner + finance or operations rep	<b>One primary constraint. Not a list.</b>	<i>A list of constraints. That means no decision has been made.</i>
<b>05</b> SYSTEM <i>5 min</i>	<b>"What is one thing we will change in the next 30 days?"</b>	<i>If it needs approvals to begin:</i> <b>"Then governance is the problem—not execution."</b>	<i>Find what the owner CAN change without approval. Start there. Prove the model, then scale.</i>	Owner executes. Sponsor removes blockers.	<b>One 30-day reset action with a clear owner and deadline</b>	<i>Six approvals before it can start. The reset stalls before it begins.</i>
<b>06</b> REALITY <i>5 min</i>	<b>"Are things actually better?"</b>	<i>If metrics say yes but people say no:</i> <b>"Believe the people."</b>	<i>If nothing measurably changed in 30 days, the constraint named in Step 4 was wrong. Return to Step 4.</i>	Owner asks directly — not through a dashboard	<b>Evidence it worked, or honest acknowledgment it did not</b>	<i>The dashboard improved. Escalations did not. Those are different things.</i>

<p><b>WHAT MOST LEADERS MISS</b></p> <ul style="list-style-type: none"> <li>▪ <b>Teams</b> optimize locally.</li> <li>▪ <b>Finance</b> optimizes cost.</li> <li>▪ <b>IT</b> optimizes delivery.</li> <li>▪ <b>Vendors</b> optimize scope.</li> </ul> <p>▶ No one is optimizing <b>the outcome</b>.</p>	<p><b>THE GROVE METHOD™</b></p> <p><i>A framework for connecting IT delivery to business outcomes—by fixing accountability, authority, and alignment before touching process, tooling, or headcount.</i></p> <p>Outcomes are not delivered by systems, tools, or contracts. They are delivered by people who share a clear picture of what success looks like and who is accountable for getting there.</p> <p>When accountability is not connected to authority, nothing holds. Not AI investment. Not more headcount. Not better tooling.</p>
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**If this breaks under pressure, the system isn't fixed. It's just temporarily quiet.**

*If that's happening— **we should talk.***

▶ **Schedule a 30-minute call: [bobroark.com/contact](http://bobroark.com/contact)**

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QUICK REFERENCE — Print. Fold. Bring to the meeting.

<p><b>01</b> "What is the one thing that must improve in the next 30 days?" <i>If they list multiple: "Then nothing is a priority. Pick one."</i></p> <hr/> <p><b>02</b> "Who owns this end-to-end?" <i>If they say "shared": "Then no one owns it. Pick one."</i></p> <hr/> <p><b>03</b> "Where does this break between teams?" <i>If there is silence: "Then the process doesn't exist. It's being improvised."</i></p> <hr/>	<p><b>04</b> "What is actually limiting this?" <i>If they say "everything": "Then leadership hasn't made a decision. That's the constraint."</i></p> <hr/> <p><b>05</b> "What is one thing we will change in the next 30 days?" <i>If it needs approvals to begin: "Then governance is the problem—not execution."</i></p> <hr/> <p><b>06</b> "Are things actually better?" <i>If metrics say yes but people say no: "Believe the people."</i></p> <hr/>
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▶ **One outcome. One owner. One change.** Leave the room with all three or don't leave.

*If this breaks under pressure—* **we should talk.**

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