



# RA<sup>2</sup> Interface Alignment

## Course Overview:

The RA<sup>2</sup> Interface Alignment model is based on clearly outlining core business strategies and business purposes and defining them in terms of their responsibility, accountability, and authority guidelines. The specific goal of this course is to streamline how your organization deploys employees by using these three parameters.

More than ever, being successful means having a team of skilled, motivated employees and intelligent, experienced managers working together to achieve the business' goals. But while smart, dedicated people are a necessity, they alone don't necessarily insure a company's success. In fact, their best efforts may all be for naught if the company's infrastructure --- its alignment --- is not on target with goals and objectives.

The RA<sup>2</sup> Interface Alignment sessions teach employees and management to take into consideration how the linkages - particularly authority and accountability - flow throughout the organization as people carry out their responsibilities. That way, your employees can create a comprehensive set of RA<sup>2</sup> interface documents that detail what each employee's responsibilities are, what parameters are used to hold people, departments, and teams accountable for carrying out their responsibilities. Finally, RA<sup>2</sup> Interface Documents pinpoint who controls the various levels of authority over resources, decision making, and accountability. This ensures your entire organization is on the same page and that transparency occurs.

## Features and Benefits:

- The RA<sup>2</sup> course will teach your employees and management how to create a comprehensive set of RA<sup>2</sup> documents specifically tailored to the organization where everyone understands who is responsible for tasks, who should be held accountable, and who has authority. Through this process, linkages are set up that flow through accountability and authority to the appropriate levels. Most important, these linkages ensure that the organization's strategy is fully linked to the implementation plans through metrics and individual and team accountability. These linkages span across the solid and dotted lines of the entire organization.
- By working through the RA<sup>2</sup> Interface Alignment process, everyone is clear on what they need to accomplish and how they need to accomplish it. Most important, employees understand where and how decisions are made and by who. In other words, the workforce knows where to look for answers.
- The RA<sup>2</sup> Interface Alignment process also serves as the documentation of promises made between teams, employees, and departments that employees and management agree upon when making decisions and deploying resources. This helps build trust and enhances communication which strengthens your organization in one easy step.



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- Having a solid RA<sup>2</sup> document will alleviate miscommunication and prevent conflict within your organization because it is used as a living document that is constantly updated for employees to refer to. The goal is to have employees discuss potential areas of conflict before they get to the conflict stage. This process is an extremely proactive way of surfacing and handling the inevitable discussions that must occur in order to run businesses effectively.
- Because the RA<sup>2</sup> documents are constantly being updated, you can use the process to redefine and strengthen the linkages of authority and accountability that flow throughout the organization.
- The RA<sup>2</sup> Interface makes businesses incredibly nimble, giving them the ability to ramp up quickly and adjust on the fly to unexpected changes in the marketplace. It enables managers and employees to quickly respond to changing market conditions, goal requirements, customer needs, or technical demands.

## eTraining Methodology:

Through eTraining, you can learn **when you want**. You decide the time. There are no classes to attend meaning you can learn around your schedule at your own pace.

You can learn **how you want**. All eTraining courses are taught in three different formats: audio, video, and written formats. This gives you the ability to learn in the format that is best suited for your individual learning style, or you can even pick a combination of all three: audio, video and written. The course comes complete with activities, white papers, scripts, online quizzes, and a final exam to ensure full comprehension of the course material.

Learn **where you want**. With leadership development eTraining, you can take this course at your desk, at home during quiet time, while exercising, or when you are traveling. We call this flexibility: **My Way, My Place, My Pace**.

## The Indaba No Risk Guarantee:

Take 30 days to study, learn and benefit. If you are not impressed simply call our office for a full, no questions asked refund. We are this confident that you will love our programs!

## RA<sup>2</sup> Interface Alignment Course Highlights:

- Session 1: Introduction to the RA<sup>2</sup> Interface
- Session 2: Basics of Implementing the RA<sup>2</sup> Interface
- Session 3: RA<sup>2</sup> Defined – Responsibility
- Session 4: RA<sup>2</sup> Defined – Accountability



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- Session 5: RA<sup>2</sup> Defined – Authority
- Session 6: The Basis of Communication Analysis and the RA<sup>2</sup> Interface
- Session 7: Perceptual Prism Model
- Session 8: Implementing the RA<sup>2</sup>
- Session 9: Advantages of RA<sup>2</sup>
- Session 10: Developing your RA<sup>2</sup> Document
- Session 11: Maintaining the RA<sup>2</sup> Document
- Session 12: Responsibility in the RA<sup>2</sup> Interface Document
- Session 13: Defining Accountability Measurements in the RA<sup>2</sup> Interface Document
- Session 14: Defining Authority in the RA<sup>2</sup> Interface Document
- Session 15: Authority & Delegation
- Session 16: Managerial Control Factors
- Session 17: Implementing the RA<sup>2</sup> Interface Document
- Session 18: Reviewing Your RA<sup>2</sup> Document