

SARGIA  

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PARTNERS

AN INVITATION TO GREATNESS!



**SARGIA**  
PARTNERS

# WHY WE EXIST

To be a catalyst for organisations' sustainable transformation and growth.

We offer our clients **immersive experiences** to reinvent leadership

# HOW WE DO THIS

- Aligning leaders' behaviors to transformation strategy
- Inspiring leadership to develop Bigger Minds with vision mindfulness and agility
- Embedding a culture of resilience and agility in organisations who want to play to win

# THE "NEW NORMAL"

The environment has changed. It is more:

**V**olatile

**U**ncertain

**C**omplex

**A**mbiguous

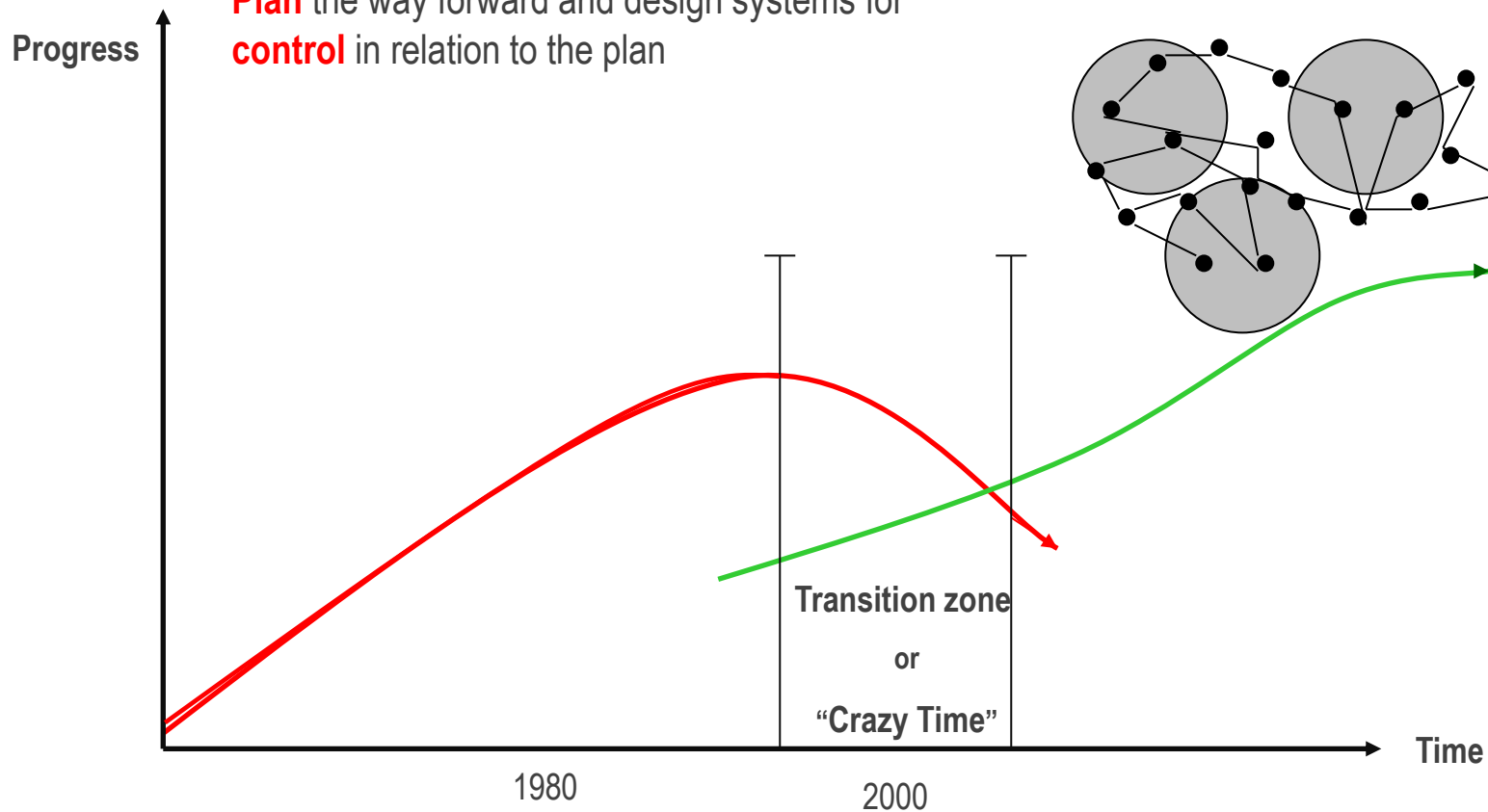
# CONTEXT FOR TRANSFORMATION

## Organization as a machine

**Plan** the way forward and design systems for **control** in relation to the plan

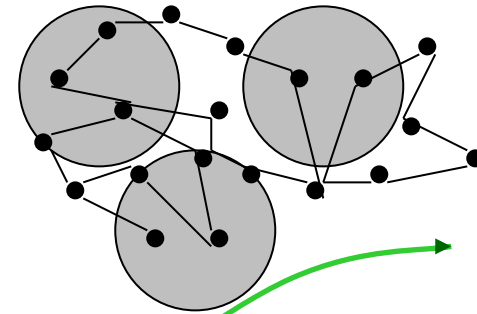
## Organization as a living system

**Learn** the way forward and design systems for **connecting** people up to learn



**Red Curve**

**Green Curve**



# CHANGE

# IS

**70% of change  
efforts fail**

# HARD

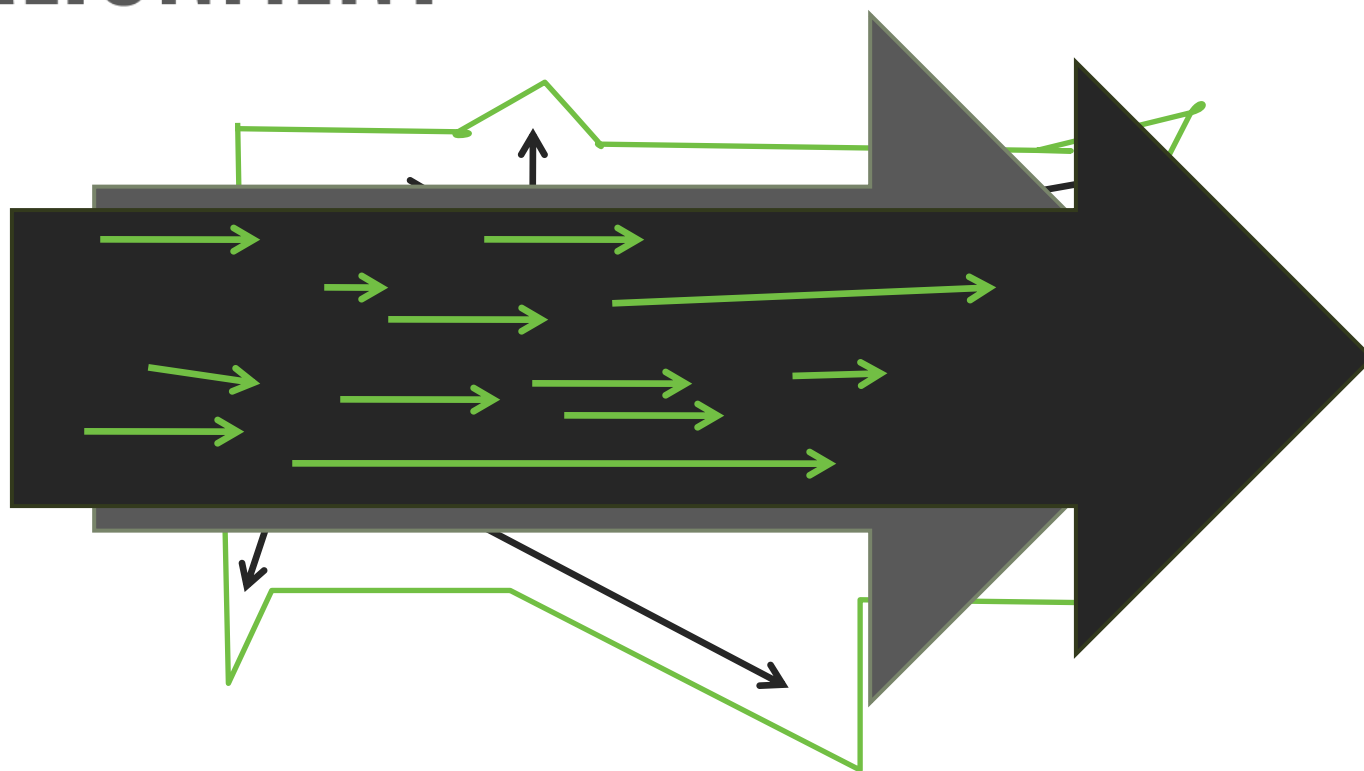
We need to re-invent leadership thinking and align behavioral strategy with business strategy...

# STARTING FROM THE TOP!



# GOING FORWARD...

# TEAM (MIS) ALIGNMENT





# TEAM LEARNING IS A LARGER INTELLIGENCE

“The **whole** exceeds the sum of its parts”

It builds on **personal mastery** and **shared vision**

...grow and reproduce themselves, it is unclear how long in the 4 billion year history of life DNA may have served this function as it has been proposed that the earliest forms of life may have used RNA as their genetic material. Certainly, we may have access to the central part of DNA in the mitochondria as it can both transmit genetic information

...the DNA ... are ... about ...



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LTA™

Leadership Team Alignment

Expanding organizations' capacity  
for creating a sustainable future



# THE PROGRAM PHASES

## PHASE I

Define expectations and create awareness

Awareness

## PHASE II

Develop shared vision, values and reframing behaviors  
Workshop

Reframing Behaviors

## PHASE III

Action plan for cascading and measurable outcomes

Plan for Monitoring

## PHASE IV

Recalibration of commitments vs expectations

Recalibrations





LTA™

Leadership Team Alignment

# THE GAINS

- Builds shared vision and values for a sustainable future
- Creates highest-performing teams, value diversity and inclusiveness
- Aligns teams' and individuals' behaviors towards a higher purpose
- Creates openness and prepares the team for transformation
- Builds trust, empathy and communication of the team

# IN THEIR WORDS

*A review of beliefs* - Antonis Mavridoglou- DELTA & BARBA STHATHIS, CEO

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*Inspirational, kick-off into a team journey with concrete actions and individual learnings!* - Thomas Krenbauer – DEVIN Bulgaria, CEO

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*Challenging experience that puts you on the spot –what’s the top priority for me and the team.*- Pascal Apostolides- ABBVIE Pharmaceuticals, General Manager

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*The result exceeded everyone’s expectation; the Executive Team reached significant insights with a very positive, engaging, and forward looking mindset.* - Panos Xynis- Siemens, CEO

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*Reboot-challenge the status quo.* - Yiannis Olympios - V+O Communication, Vice President

# Aligned

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(Inclusive + Adaptable) Leadership



Post-heroic thinking



# Sustainable Growth