

Most organizations don't have a strategy problem or a culture problem. They have an **alignment** problem. Alturos Edge brings strategy, culture, and leadership behavior into disciplined alignment so that what you intend and what your organization does stop pulling against each other.

WHAT YOU GET

Strategy that survives Monday morning.

Your retreat produces action, not a binder that sits on a shelf while the firm just keeps doing what it was doing.

Partners who stay aligned after the vote.

Agreement in the room actually becomes agreement in execution, not private workarounds and quiet resistance.

Lead hard conversations without the Sunday dread.

The personnel issue, the partner friction, the silos that need bridging. It happens cleanly and without weeks of ruminating.

- High performers who stay because the culture earns them, not despite it.
- Alignment that outlasts the meeting because the system changed, not because everyone is trying harder.
- Effective decisions that move even without unanimous consent.
- Friction is handled inside the team instead of escalating to outside counsel or requiring HR.
- Performance at a high level that does not cost your health or your marriage.
- A career and an organization that actually fit the values that are meaningful to you.

THE PATH

1

SEE THE PATTERN

Diagnostic clarity.
Stop guessing where culture undermines strategy.

2

NAME THE GAP

Shared language.
Articulate the friction without blame.

3

BUILD THE SKILL

Practice and feedback.
Rehearse the execution in a controlled setting.

4

PROVE IT WORKS

Evidence at midpoint.
Demonstrate effectiveness and momentum.

5

OWN THE CYCLE

Self-sustaining discipline.
Reinforce wins with tools that outlive the engagement.

Partnership, Not Programming

Alturos Edge works with leaders, executive teams, and individual partners in small- to mid-sized firms to build alignment that sticks. Engagements range from targeted diagnostics and single-session intensives to full organizational advisory and twelve-month coaching partnerships. The work is structured to your timeline, your friction points, and your capacity for change.