

JOVAN GLASGOW

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Leadership Expert
**ALIGNMENT
LAB**

DEVELOP LEADERSHIP TEAMS WHO STAY ALIGNED WHEN IT COUNTS MOST

THE SILENT PERFORMANCE GAP

5

named alignment gaps
diagnosed across
Mindset, Heartset &
Skillset

15

question diagnostic —
5-7 minutes, individual +
team report

1

belief problem wearing
the mask of an
execution problem



In every organization, there is a silent performance gap that no strategy deck can fix.

Leaders agree on strategy. Teams agree on priorities. Stakeholders agree on goals. But outcomes stall — because agreement is not alignment. Agreement is what people say in the room. Alignment is what they believe when they leave it. You can have unanimous agreement and zero alignment, and most executives can't tell the difference until the results tell the story.

This is not a communication problem. It's not a strategy problem. It's a belief problem wearing the mask of an execution problem.

When beliefs align, behaviors stabilize. When behaviors stabilize, outcomes accelerate.

THE PX3 APPROACH TO ORGANIZATIONAL ALIGNMENT

PROGRAM METHODOLOGY —
THE ALIGNMENT LAB,



TEAMS AGREE IN THE ROOM,
BUT REVERT THE MOMENT
THEY LEAVE IT.
THEY HAVE AGREEMENT.
THEY DON'T HAVE **THE ALIGNMENT.**

BUILT ON PX3

Every session addresses Mindset (what leaders believe about the direction), Heartset (the conviction to commit under pressure), and Skillset (the systems that sustain it).

TWO TRACKS

Diagnosed through The Alignment Lab Diagnostic and matched to your team's actual data before the session begins.

THE 5 ALIGNMENT GAPS

DIAGNOSED THROUGH THE ALIGNMENT LAB DIAGNOSTIC

MINDSET

THE CONSENSUS GAP



You have agreement but not commitment. People said yes in the room but don't believe it in their gut.

MINDSET

THE NARRATIVE GAP

You have a strategy but not a shared story. Everyone is running a different internal narrative about what success means and why it matters.

HEARTSET

THE PRESSURE GAP

You're aligned in calm but fractured under stress. Conviction holds in the conference room and collapses in the crisis.

HEARTSET

THE NORMS GAP

You tolerate what you should confront. What you've normalized has quietly become your ceiling.

SKILLSET

THE SYSTEMS GAP

You rely on intention instead of structure. Alignment exists because of individual willpower, not organizational architecture.

The Alignment Lab

PROGRAM OUTLINE

Module 1: The Consensus Gap (Mindset)

- Diagnosing agreement without commitment
- Why people say yes in the room but don't believe it in their gut
- Surfacing disagreement in the room, not after in hallways
- Building genuine belief in strategic direction

Module 2: The Narrative Gap (Mindset)

- Identifying where the team is running different internal narratives
- Aligning on what success means and why it matters
- Creating one consistent message across all leaders
- Articulating why the direction matters — not just what it is

Module 3: The Pressure Gap (Heartset)

- Maintaining clarity and conviction under pressure
- Recognizing when compliance is standing in for commitment
- Committing to decisions even after losing the internal debate
- Holding steady when results are slow or challenges arise

Module 4: The Norms Gap (Heartset)

- Naming what the team has normalized versus what it should confront
- Understanding how tolerated patterns quietly become a ceiling
- Building mutual accountability to shared standards
- Recalibrating culture at the leadership level

Module 5: The Systems Gap (Skillset)

- Moving from goodwill and intention to structural alignment
- Building checkpoints that protect alignment before action
- Establishing decision filters and recurring rituals
- Translating insight into a 30-day activation plan





KEY TAKEAWAYS & DELIVERABLES

FOCUS	RESULT
Agreement VS Alignment	Leaders learn the critical distinction between consensus and commitment, and how to diagnose where they have one but not the other.
The Belief– Behavior– Outcome Chain	Leaders gain a diagnostic model that traces any stalled outcome back to its root belief — not the symptom behavior.
Compliance culture VS Commitment culture	Leaders understand why compliance-based cultures collapse under pressure while conviction-based cultures accelerate.
The Organizational Ceiling	Leaders identify the normalized patterns and tolerances that have quietly capped their organization's performance.
Alignment as Architecture	Leaders learn to build structural alignment systems — checkpoints, decision filters, and rituals — that hold over time.

ABOUT JOVAN



**"HE DOESN'T JUST
ENERGIZE ROOMS — HE
CHANGES WHAT PEOPLE
BELIEVE."**

Jovan Glasgow is a leadership development expert and performance architect who helps leaders and organizations close the Belief-Behavior Gap — the unexamined beliefs quietly limiting how they perform. Through his proprietary PX3 Methodology™, he built The Alignment Lab™ to help senior leadership teams diagnose and close the belief-level gaps silently dragging their performance. A Top 30 Global Speaker and Top 10 Motivational Speaker (Yahoo Finance) featured on NBC, Jovan has worked with Fortune 500 companies, government agencies, and high-growth teams nationwide.



TRUSTED BY



TESTIMONIALS



TAILORED TO OUR TEAM

"He met with the team leader a few times prior to ensure he understood our group's dynamic and tailored his message... It wasn't just someone talking at people for an hour."

— Rebeccas O.



FOR EVERY LEVEL OF LEADERSHIP

"This program is appropriate for all levels of leadership. The framework for effective, impactful communication is applicable to every situation and interaction. I highly recommend it for all leaders and organizations of all size."

— Neil R.



NEXT LEVEL AND UNMATCHED

"Jovan's 6 Principles for Leading Lean were powerful and on point! His ability to inspire leaders through his captivating presentations is next level and unmatched."

— Crystal K.



AN EXTREME VALUE ADD

"An extreme value add to our organization. Everyone is looking forward to having Jovan back and soon!"

— Christopher P



A CATALYST FOR GROWING TEAMS

"He delivers powerful and timely points on how leaders can not only survive but use it as a catalyst to better and grow their teams. These vital changes in perspective are serious game changers for how corporate leaders are stewarding those in their charge."

— Adrienne K.

BOOK JOVAN

LET'S BRING
JOVAN TO
YOUR TEAM

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DALLAS-FORT WORTH, TX —
AVAILABLE NATIONWIDE



