

### **Senior Team Alignment**

Faced with significant competition in their core Property and Casualty business, Erie Insurance needed to put in place a more formal strategic planning process and align the top 40 senior executives around its Regional Gem Strategy.

Our solution focused on two areas. We collected objective, fact-based data on how well Erie was currently executing plans and strategic initiatives, and where there were gaps. We then worked with the HR department to develop and facilitate a series of senior team meetings where the data was reviewed, agreement was reached on what needed to be done to improve Erie's ability to deliver on promises made to customers and employees, and leadership skills were enhanced to support cross-organizational teamwork and decision making.

In addition, OnPoint worked with Erie's Strategy Management Office to align and integrate the components of their existing strategy process into a more coherent and accessible approach, and to gain alignment of the senior team around strategic targets and the cross-organizational initiatives required to achieve those targets.