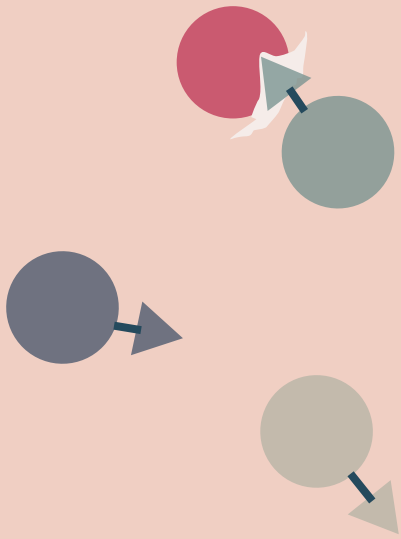


# Senior leadership team building

Developing a deep shared understanding of each other's preferences and strengths as leaders

# Successful leadership team building starts with data and develops from there. Getting people to lean in towards each other is the sure-fire way to get a team functioning well.

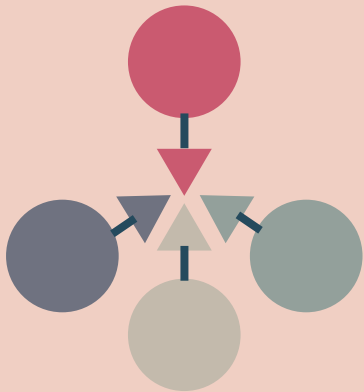


Leadership teams are formed of people who know how to lead. Whether its your CFO, COO or CMO, they have all proved themselves as more than capable professionals who have led others. They are in position for good reasons.

Their next challenge is to lead an organisation as part of a team of leaders. At this point they are making joint decisions with people who may have had very different career paths to their own. They are working with the CEO or Chairperson to take decisions on areas that lie outside their expertise. They may even find that assumptions they might make about strategy and the future direction of the business are simply not shared by their senior colleagues. This can lead to a lot of time wasted in meetings that do not go anywhere, and a great deal energy wasted trying to influence.

As with organisations as a whole, the beauty of having a mixed leadership team is that a lot of valuable thoughts and perspectives should go into the hopper and result in well-considered, strong decision making. However, where there are fundamental clashes, rather than ordinary disagreements, much of the value is lost. Furthermore, clashes can create a big headache for the CEO/Chairperson, who spends time arbitrating, when they would very prefer to focus on strategy and operations.

# Mapping a leadership team's preferences and strengths is a non-confrontational way of showing them each other's worth, while reinforcing the great value of their own contribution.



Whether a leadership team is newly formed, or has been struggling to work together effectively for some time, we find incredible power in using our training method.

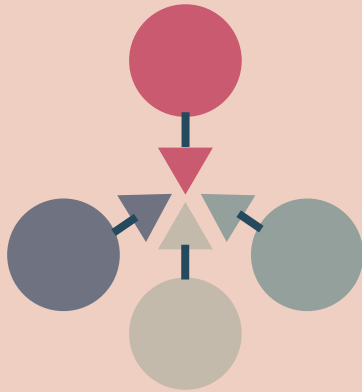
We take both the MBTI Type and the CliftonStrengths of each member of the team (see the relevant section on our website), and we create a training deck that is full of information and insight about how the team works together optimally.

If we know that the team clashes a lot on certain topics, we will use our framework to show why this is the case. If we know that factions have been created, we will show why some members of the team get on better with some, rather than others. We don't pull the punches, but because we are using a framework on which to hang the information, participants are far more open to a discussion than they would be naturally.

To demonstrate, there are two ways to say that a member of the team is hard to get hold of. We can say "You're hard to get hold of!" and that can be taken as a personal attack. Alternatively, we can say "You have an introversion preference, and we've noticed that you prefer to spend more time focusing on your work alone". That's an observation, not a judgement, and with observation comes a much freer, more open discussion about how that could change.

Similarly, sometimes we grab responsibilities in what we perceive to be a vacuum. Communication with the team is a great example. Someone might take on this mantle through a strong sense of responsibility, and not realise that one of their colleagues is far more talented in this area. Through this session, people become far more comfortable leaning into their Strengths, and allowing others to lean into theirs.

**Our Deepest Dive process gives you a higher functioning, more productive, less stressed team. These learnings embed excellently, and the benefits last a long time.**



■ **You and your organisation gains:**

- A senior team that trusts each other's abilities. They trusted each other in their functional capabilities previously. Now they trust each other's leadership capabilities and innate strengths.
- A senior team where one person won't take something on, if they believe someone else can do it better. Each person excels in their space with no fighting for the limelight.
- A senior team that knows how to blend together to tackle large challenges.
- A senior team where they see each other's similarities and differences in focus. People develop a positive respect for those differences.
- Greater appreciation of each other's stressors and behaviours under stress.
- A team that is ALWAYS nicely surprised by what they learn about each other. This is not only a highly productive process, but it is also an extremely enjoyable one.
- If your team has really struggled interpersonally, they should also walk away with a memory of a team meeting that went exceptionally well!

# This is our Deepest Dive. You'll learn everything about your collective preferences and strengths.

## Step 1

MBTI + Debrief for each member of the team.

£400 per person (includes official test plus 1.5 hour debrief per person)

## Step 2

CliftonStrengths + Debrief for each member of the team.

£500 per person (includes official test plus 2 hour debrief per person)

## Step 3

Hold team session in person with everyone in attendance.

2-3 hours for the session, plus 3-5 days of preparation, including a meeting with the CEO/Chairperson to understand the challenges and tailor the work accurately. Price dependent on team size.

## Step 4

Follow up with team 3 months later to iron out any remaining challenges.

Only if required.  
Charged at standard coaching rate of £500 per hour per person.