

Building a High-Performing Leadership Team

CLIENT

Global Healthcare Function

FOCUS

Team Effectiveness | Leadership Alignment

FORMAT

In-person | Leadership Team | Cross-functional | Global

Our Starting Point...

How do we strengthen trust, ownership and leadership capability within a newly established leadership team whilst creating a shared identity, mandate and ways of working?

CLIENT VOICE

“Thank you for guiding the team - we came together closer as a team, moved forwards and now have clear commitments and an action plan.”

“The commitment to drive the change is very clear to me now.”

We'd love to explore how this approach could support your organisation's strategic priorities. Contact us to start the conversation.

The Challenge

A newly established global healthcare leadership team needed support to define its mandate, strengthen collaboration and build the trust and psychological safety required to operate as a high-performing team.

The challenge was to:

- Build deeper trust, engagement and ownership across the team
- Define a clear team identity and leadership mandate
- Strengthen leadership capability and communication skills
- Increase alignment around ways of working and team behaviours
- Create momentum and confidence within a newly formed function

The Solution

Working closely with the team leader and leadership group, we co-created a pragmatic, dialogue-led team effectiveness journey focused on trust, alignment and leadership capability.

The programme was designed to:

- Create space for honest reflection and team dialogue
- Use stakeholder insight to shape the experience around real team dynamics
- Strengthen ownership through shared commitments and action planning
- Build practical leadership capability alongside team alignment

The Architecture

Cohort Design

- 10-member global leadership team
- Stakeholder-informed design
- Two-day immersive in-person workshop

Core Components

- Discovery interviews
- 'Priming the Pump' alignment session
- Two-day workshop
- Team mandate and identity development
- Stickability and follow-up sessions
- Ongoing team coaching

The Impact

Measured Shifts

- 99% approval rating for the development experience
- 100% would recommend to colleagues
- Strong engagement and commitment across the leadership team

Behavioural Shifts

- Greater trust and psychological safety
- Stronger leadership confidence and ownership
- Increased alignment in team identity and ways of working
- Stronger communication and collaboration

The Result

- Clear leadership mandate and team identity established
- Shared ways of working and behavioural commitments embedded
- Stronger leadership capability across the function
- Greater confidence, energy and alignment within the leadership team

