

Leading with Accountability Through Complexity

CLIENT

Global Pharmaceutical

FOCUS

Team Effectiveness | Leadership Alignment | Collaboration

FORMAT

In-person | Cross-functional | Senior Leadership Retreat | Regional (Europe)

Our Starting Point...

How do we unite and re-energise a newly formed leadership team to strengthen connection, ownership and collective execution within an increasingly complex environment?

CLIENT VOICE

“Connection has proven to be a powerful way to navigate complexity.”

“This experience helped us move from operating as individuals to thinking and acting much more like one leadership team.”

“We left with greater clarity, stronger trust and a much clearer sense of how we need to lead together moving forward.”

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

The Challenge

Following a global organisational restructure, a newly appointed Chief Medical Officer inherited a leadership team navigating localisation challenges, external engagement pressures and evolving strategic priorities.

The challenge was to:

- Build trust and shared ownership within a newly formed team
- Strengthen alignment around vision, strategy and execution
- Clarify roles, responsibilities and ways of working
- Develop a more collaborative and accountable leadership mindset
- Increase future focus and confidence across the team

The Solution

Working closely with the client, the intervention focused on uniting the leadership team around a shared vision, strengthening relationships and building a culture of co-creation, accountability and collaboration.

The programme was designed to:

- Use discovery conversations and diagnostics to surface team dynamics and priorities
- Create space for honest dialogue, reflection and alignment
- Strengthen role clarity and collective ownership across the team
- Build stronger communication habits to support long-term acceleration and execution

Design Intent

To strengthen trust, shared ownership and aligned execution across a newly formed leadership team.

The Architecture

Cohort Design

- 25-person global leadership team
- Cross-functional leadership team
- In-person workshop experience

Core Components

- Discovery interviews
- Team survey and diagnostics
- Facilitated workshops / sessions
- Team Vision created
- Reflective dialogue sessions
- Strategic alignment activities

The Impact

Measured Shifts

- Over half of participants rated the workshop 5 out of 5
- Strong engagement and participation across the leadership team
- Positive feedback on trust, collaboration and strategic alignment

Behavioural Shifts

- Improved trust and shared ownership across the team
- More open and honest conversations
- Clearer accountability and communication
- Greater alignment around strategic goals

The Result

- Shared vision and priorities clarified across the leadership team
- Roles and responsibilities more clearly defined
- Stronger communication culture established across regions
- Greater alignment, momentum and confidence in execution

