

Leading Through Change Together

CLIENT

International Pharmaceutical

FOCUS

Team Effectiveness | Cross-functional collaboration

FORMAT

In-person | Leadership Team | Cross-functional

Our Starting Point...

How do two separate leadership teams strengthen collaboration, develop a shared competitive mindset and work together as interconnected high-performing teams during increasing market pressure and organisational transformation?

CLIENT VOICE

“One of the best team meetings I have ever attended - we covered so much ground!”

“We have made good progress in this meeting. We now need to follow through and model the behaviours we want to see in others.”

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

The Challenge

A North American functional leadership team and the organisation's global HR leadership team needed to work together as interconnected, yet distinct, high-performing teams. However, their ways of working had evolved separately, limiting collaboration, shared accountability and collective momentum.

The challenge was to:

- Strengthen trust and collaboration across two leadership teams
- Build greater collective accountability and cross-functional thinking
- Develop a stronger competitive mindset in a rapidly changing market
- Create alignment around future ways of working and success behaviours

The Solution

Working closely with leaders from both teams, we co-designed an immersive leadership retreat focused on strengthening relationships, deepening trust and building a more aligned and competitive leadership culture.

The programme was designed to:

- Create space for honest dialogue and deeper interpersonal understanding
- Use reflection and shared experiences to strengthen trust and connection
- Define future success behaviours and collaboration principles together
- Blend facilitated learning with immersive activities and self-reflection

The Architecture

Cohort Design

- Two interconnected leadership teams
- 20 participants across functional and HR leadership
- Five-day immersive retreat experience

Core Components

- Discovery interviews with leaders and stakeholders
- Virtual kick-off session
- Team effectiveness facilitation
- SDI 2.0 insights
- Collaborative framework development
- Competitive mindset field-book and personal commitments

The Impact

Measured Shifts

- 97.9% would recommend the retreat to colleagues
- Strong participant engagement across all five days
- Increased alignment around future ways of working

Behavioural Shifts

- Stronger trust and interpersonal understanding
- Greater cross-functional collaboration
- Increased shared accountability across teams
- More open and constructive leadership conversations

The Result

- Collaboration framework established across both leadership teams
- Shared competitive mindset and success behaviours clearly defined
- Greater alignment around leadership expectations and ways of working
- Stronger foundation for ongoing transformation and collaboration

