

Strengthening Collaboration Across Leadership Teams

CLIENT

Global pharmaceutical

FOCUS

Leadership alignment and cross-functional collaboration

FORMAT

Leadership retreat and team effectiveness journey

Our Starting Point...

How can two separate leadership teams strengthen their collaboration and develop a competitive mindset in an increasingly demanding market environment?

CLIENT VOICE

“We made real progress during this meeting. Now the focus is following through - modelling the behaviours we want to see and strengthening our competitive mindset together.”

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 high-performing teams. However, their ways of working had evolved separately.

Key challenges included:

- Limited alignment on priorities and behaviours
- Trust not yet strong enough for open challenge
- Different interpretations of a “competitive mindset”
- Increasing pressure in a demanding market environment
- A need for clearer collaboration across the two teams

The Solution

Working closely with the client, the work focused on strengthening leadership relationships and clarifying how the two teams would collaborate. The intervention centred on the human dynamics shaping team performance.

Key elements included:

- Leadership discovery interviews with team members and stakeholders
- Virtual kick-off to align expectations and introduce the journey
- Immersive five-day leadership retreat
- Structured dialogue to define shared success behaviours

Design Intent

Strengthen trust, clarify collaboration and develop a shared competitive mindset.

The Architecture

Cohort Design

Two leadership teams (20 participants)

Duration and Cadence

- Discovery phase
- Virtual alignment session
- Five-day retreat

Delivery Model

In-person retreat

Core Components

- Discovery interviews
- SDI Insight work
- Facilitated leadership dialogue
- Collaboration framework design
- Competitive mindset “field-book”

The Impact

Measured Shifts

97.9% of participants said they would recommend the retreat to colleagues.

Behavioural Shifts

The work created space for leaders to deepen relationships and clarify how they would operate together.

Observable shifts included:

- Greater openness in leadership conversations
- Stronger trust between the two teams
- Clearer collaboration expectations
- Shared language around competitive mindset

The Result

- Stronger trust and relationships across leadership teams
- Clear collaboration framework and shared success behaviours
- Practical leadership “field-book” supporting competitive mindset
- Greater collective ownership of future team performance

