

High performing teams

CASE STUDY

Client Profile

Industry: Not for Profit

A well-known membership organisation who work with young people to help them grow and discover their potential.

Background

The Chief Executive engaged us to work with senior leaders to explore how the senior teams can maximise collective leadership to deliver their ambitious strategy.

Solution

- Individual PRISM profiling for all senior leaders with 1:1 feedback
- 4-hour Executive Team insight workshop focusing on enhancing collaboration and impact
- Deployed a High Performing Team survey to all senior leaders, exploring 18 data points around delivering results, communication and team spirit
- Workshop with 20+ senior leaders to explore how their profiles and team survey results impact on ways of working
- Commit to actions to enhance their collective leadership

Results

- Explored the PRISM profile composition in their directorate teams back at work to identify strengths and potential blind-spots
- Forged common thinking and messages ahead of the strategy launch to enable consistency and leading by example
- Built relationships and cross-organisational understanding
- Individuals continued their development through self-managed post-workshop resources