

## Resetting a Leadership Team

It is good practice as a leader to step back and run a review on your leadership team from time to time, to make sure it is operating at its best and the right culture and behaviours that are integral to success are actively practised.

### Team exercise:

Ask your team to consider the degree to which each statement reflects your team's current behaviour. Following this review break into small groups and discuss which ones would make the biggest difference to team performance and focus on these first.

**Our team does not avoid conflict** - we are happy to challenge each other openly and speak candidly to each other, even when not in our specific areas of responsibility.

**Members collaborate across disciplines** and do not operate in silos.

**We are all committed to a shared vision** and do not let our own competing demands get in the way of the bigger picture.

**We hold each other accountable** to the goals we have committed so collectively we succeed together.

**The leader of our team gives us the freedom to challenge them** in the same way that they challenge us.

**We are evolving as a team** and embracing innovation and transformation in order to achieve all that we can as a business.

*Potential Plus International offers a number of programmes that are tailored for leadership teams that want and need to review how they work together and what strategies they are working towards. These range from 'bespoke team away days' to team coaching programmes that combine group and individual sessions.*

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