

# The Team Development Roadmap - 9 Steps to supercharge your leadership team

PHASE	The 9-step process and the specific building blocks – key questions to tackle			
<b>LEVERAGE THE WHOLE ORGANISATION</b>	<b>7. THINKING &amp; ACTING SYSTEMICALLY</b> <ul style="list-style-type: none"> <li>✓ What is in flow &amp; what is stuck in our system?</li> <li>✓ How do we stack up against the 5 principles of healthy organisational systems (purpose, history, belonging, orders, exchange)?</li> <li>✓ What needs to be acknowledged &amp; processed?</li> <li>✓ What decisions/interventions can help us thrive?</li> </ul> <p><i>...to wisely systemic...</i></p>	<b>8. COLLABORATING FULL ON</b> <ul style="list-style-type: none"> <li>✓ What level of interdependence/collaboration is optimal for our different types of work?</li> <li>✓ What cross-functional projects can fast-track results?</li> <li>✓ Who will lead what, and how will we all provide support, and challenge?</li> <li>✓ How will we hold ourselves mutually accountable?</li> </ul> <p><i>...to collective achieving...</i></p>	<b>9. EMPOWERING THE WHOLE SYSTEM</b> <ul style="list-style-type: none"> <li>✓ What generative leader-to-leader methods will we use to engage leaders at all levels, with a “One team” mindset, psychological safety, inclusion and belonging, i.e.:               <ul style="list-style-type: none"> <li>○ Leader-to-leader gatherings</li> <li>○ Peer-to-peer feedback, coaching &amp; support</li> <li>○ Projects &amp; action-learning groups</li> </ul> </li> </ul> <p><i>...to record-breaking results!</i></p>	<b>UNLEASHED</b> Record-Breaking Results & Proud Legacy (1-2 years)
<b>GROW LEADERSHIP CAPABILITIES</b> (individual and team)	<b>4. EXPANDING LEADERSHIP AWARENESS</b> <ul style="list-style-type: none"> <li>✓ What is known about world-class leadership?</li> <li>✓ What does a leading-edge global assessment reveal about my leadership strengths &amp; reactivities...and what blind spots do I have?</li> <li>✓ What commitments do I make to grow my leadership capability and what specific actions, will I do more of / less of?</li> <li>✓ What happens when we share all this together, and how will we continue to support and challenge each other to grow?</li> </ul> <p><i>...to conscious, aware and committed...</i></p>	<b>5. BUILDING LEADERSHIP SKILLS</b> <ul style="list-style-type: none"> <li>✓ What specific skills will optimise individual and team effectiveness, and leverage diversity &amp; difference, eg:               <ul style="list-style-type: none"> <li>○ Leading in complexity</li> <li>○ Courageous conversations</li> <li>○ Powerful listening/questioning/constructive conflict</li> <li>○ Empowering feedback (1-on-1 &amp; Group-on-1)</li> <li>○ High-impact coaching</li> <li>○ Managing reactivity &amp; resilience</li> <li>○ Presence, mindfulness &amp; somatics</li> <li>○ Safe-to-fail experimentation</li> </ul> </li> </ul> <p><i>...to enabled with toolkit...</i></p>	<b>6. APPLYING INDIVIDUAL &amp; TEAM LEADERSHIP</b> <ul style="list-style-type: none"> <li>✓ How do we integrate all these skills and practices into our day-to-day way of working?</li> <li>✓ Are we integrating our head, heart, guts, body, &amp; spirit?</li> <li>✓ What experiments can increase our positive impact.</li> <li>✓ How can 1:1 leader coaching fast track individual progress?</li> <li>✓ How can team coaching fast track our team progress?</li> <li>✓ How well are we assessing our leadership effectiveness in real time, learning, and adjusting our approach?</li> <li>✓ How can we recognise and celebrate our successes and learn from our ‘failures’?</li> </ul> <p><i>...to intentional, rigorous and skilled...</i></p>	<b>GALVANISED</b> Focused, planned, committed, energised (≤ 90 days)
<b>BUILD THE FOUNDATION</b>	<b>1. DIAGNOSING &amp; ENGAGING</b> <ul style="list-style-type: none"> <li>✓ What’s the vision &amp; strategy for the business?</li> <li>✓ What are existing priorities?</li> <li>✓ How well is business &amp; team performing?</li> <li>✓ What’s the current leadership culture?</li> <li>✓ What do leaders really care about?</li> <li>✓ What’s the state of relationships &amp; trust?</li> <li>✓ What are team/individual superpowers, Achilles’ heels, &amp; level of self awareness?</li> <li>✓ What gets attention/what doesn’t (elephants)?</li> <li>✓ What are tailwinds &amp; headwinds for change?</li> </ul> <p><i>from status quo...to targeted, fit-for-purpose system intervention ...</i></p>	<b>2. CONNECTING &amp; BRIDGING</b> <ul style="list-style-type: none"> <li>✓ What’s needed now to create psychological safety, &amp; support powerful presence and courage?</li> <li>✓ What’s needed now to deepen relationships &amp; connection – understanding, appreciation, and trust?</li> <li>✓ As leaders, what do we want &amp; what are we most concerned about...for me, the team, &amp; the business?</li> <li>✓ What conversations will help most now, at the start of a team development journey?</li> <li>✓ What bridges will we create between people, and between our history and our future?</li> </ul> <p><i>...to connected &amp; open peer group</i></p>	<b>3. VISIONING &amp; ALIGNING</b> <ul style="list-style-type: none"> <li>✓ What personal and business vision(s) will we truly commit to, that will inspire us all... &amp; in what timeframe?</li> <li>✓ What does this mean for the ‘strategic few’ priorities?</li> <li>✓ What roles, accountabilities &amp; authorities need to be shared (interdependence) and what remains individual?</li> <li>✓ What leadership culture do we aspire to, and what concrete things do we need to do more of/less of?</li> <li>✓ How will we work together as a team (our ‘trademark behaviours’ and operating rhythm)?</li> <li>✓ How will we engage and align our people around all this?</li> </ul> <p><i>...to focussed and aligned leadership group</i></p>	