

Intentional Cohesive Team Development

Our execution infrastructure as part of our operating model!

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Team Cohesion – Our Execution Infrastructure

Message for the executives

You can improve strategy, you can refine structure and you can optimize processes – most management teams are doing this greatly. But *if your executive team is not fully aligned, they are not fully leveraging as a cohesive leadership force* – ***Your execution will always lose power.***

In a world of growing ambiguity and complexity, coordination is no longer enough – Cohesion and collaboration is the differentiator!

When a leadership team builds trust intentionally, clarifies shared expectations, and strengthens collective accountability. Great things happen:

- Decision quality increases.
- Execution accelerates.
- Cultural signals become consistent throughout the organization.

Does it create value for the team? – *It's proven many times*.
The real question is whether you want alignment and cohesion to be accidental… or part of your operating model?
In an ambiguous and accelerating world the next phase of growth cohesion and collaboration is not optional – ***It's strategic!***

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Results from 8 teams from a pilot of a standardized process

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Pilot of an standardized

Team Development Process

During a period between 2024–2025 eight teams within a global company went through a standardized process to grow their teams.

The purpose of the process was to create more consciousness of the group's culture values, attitudes and behaviors, and through open dialogue create a shared view of where they are today and to create an action plan – *to reach the full potential of the group*.

Investment during a period of 4–6 months:

- The groups were conducted by an experienced leadership- and team facilitator and coach This assignment was done in parallel with the facilitators regular job (approx. 40–50 hrs).
- The groups invested approx. 10–20 hrs, plus work meetings in daily operations.



Feedback of Team Guidance &Support

Overall Reflection

The feedback indicates that the team has moved from:

- information exchange → toward **alignment**
- functional silos → toward **collective responsibility**
- implicit assumptions → toward **conscious collaboration**

- The intervention has strengthened relational maturity and execution and change readiness.
- The strategic question forward is not whether this was valuable but how intentionally the organization want to institutionalize this way of leading.

For you as leader:

The opportunity is to not treat this work as a one-off intervention – but as a leadership capability.



Feedback of the Process

Greatest Contribution

- The creation of intentional space to work on the leadership team itself – not just on operations.
- Most importantly – It shifted parts of the dialogue from reporting and operational problem-solving toward alignment, trust, and long-term effectiveness.
- Enabling the team to pause, reflect, and clarify how we collaborate, make decisions, and show up for one another. It strengthened our shared awareness around values, expectations, and direction.
- The process is described as well-executed, relevant, and valuable.

For you as leader:

This represents a movement from coordination to cohesion, increasing collaboration.



Feedback regarding the Team

Benefits for the team

- The responses indicate increased:
  - Trust and openness
  - Psychological safety
  - Awareness of each other's perspectives and strengths
  - Collective ownership
  - Inclusiveness in dialogue
- Team members experience a stronger sense of belonging and shared responsibility.
- Meetings are described as more structured and reflective, with deeper conversations and clearer collaboration across functional boundaries.

For you as leader:

The team is not only better informed – they are more aligned.



Feedback

Team Member Comments

- Participants express strong appreciation for the work and its impact of the team.
- There is a clear sense that this kind of structured team development is both necessary and valuable.
- Amazing how quickly trust was established and how meaningful it felt to invest in the team's dynamics.
- There is an implicit call to integrate this type of leadership work more broadly across the organization.

For you as leader:

The opportunity is to not treat this work as a one-off intervention – but as a leadership capability.



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