



# FROM EXPERTS TO EXECUTIVE TEAM

## PROGRAM OVERVIEW

Senior leadership teams in professional services often operate as a group of experts or leaders of individual practices.

The result can be leaders focussing too much on technical aspects of their role, siloed decision-making, slow alignment, and missed opportunities for growth.

This program is built on Patrick Lencioni's Five Dysfunctions of a Team model and executive-level habits to help senior leaders act as a true executive team—building trust, healthy conflict, clear commitment, mutual accountability, and results that serve the whole organisation.

# WHO IT'S FOR

- Partner/Director groups who must now act as an executive team.
- Senior leadership teams with siloed decision-making.
- Organisations seeking enterprise-first alignment and pace.

# LEARNING OUTCOMES

## **By the end of the program, participants will:**

- Build the trust and psychological safety required for open, honest debate.
- Engage in productive conflict that leads to stronger decisions.
- Practise “disagree and commit” so alignment sticks even when views differ.
- Create shared priorities and clear commitments that align the whole organisation.
- Strengthen peer-to-peer accountability — holding each other to commitments, not relying only on the CEO/Managing Partner.
- Adopt an enterprise mindset — shifting from “my practice” to “our business.”
- Establish executive ways-of-working: decision rights, rhythms, and governance.
- Leave with a team scoreboard and operating cadence that sustains progress.

# DELIVERY FORMATS & AGENDAS

## OPTION A

### 1 DAY OFFSITE

#### MORNING

- Five Dysfunctions applied to your team.
- Trust and vulnerability at the top.
- Productive conflict: turning disagreement into decisions.
- Disagree and commit: aligning even when not everyone agrees.

#### AFTERNOON

- Enterprise mindset: organisation first.
- Decision rights, meeting rhythms, and governance.
- From updates to outcomes: executive ways-of-working.
- Peer-to-peer accountability: building a culture of mutual responsibility.
- Team commitments, dashboard, and next 90-day priorities.

# DELIVERY FORMATS & AGENDAS

## OPTION B:

### 90-MINUTE MODULAR SERIES

#### Delivered as 4 sessions:

- Trust and vulnerability at the top.
- Productive conflict and “disagree and commit.”
- Enterprise mindset: shifting to “organisation first.”
- Governance: decision rights and meeting rhythms.
- Peer-to-peer accountability: holding each other to commitments.
- Team metrics/dashboard and commitments.

## FOLLOW-UP OPTIONS

Quarterly Alignment Sessions — sustain accountability and momentum with structured check-ins and progress reviews. The team survey is usually repeated 6-9 months later as a further way to measure progress.

# WORKBOOKS & MATERIALS

- **Executive Team Playbook** — captures agreed principles, commitments, and cadence.
- **Five Dysfunctions Self-Assessment** — diagnostic of team strengths and gaps.
- **Operating Rhythm Template** — practical framework for meetings, decisions, and priorities.

- Pre-survey shapes focus areas and priorities.
- On the day, we don't just teach — we work the real dynamics in the room, using live issues to drive practical change.
- Can include an immersive element where the team experiences their behaviours in action, either through a structured simulation or observation of an actual decision making process (only available for the 1-day format).

## HOW IT WORKS

# FAQS

- **Will we get a diagnostic?** Yes — a pre-survey and readout are available.
- **Can you facilitate sensitive conversations?** Yes — I create a psychologically safe environment that is direct, constructive, and respectful. Many professional services leaders are naturally analytical with members who may feel less comfortable engaging with emotions in a team setting. I help navigate that by framing conversations around real business challenges, using evidence and structure to draw people in, while also building comfort with the human side of leadership. This balance helps every voice be heard and keeps discussions anchored in outcomes.
- **Can we use this as part of our strategy offsite?** Yes — it works extremely well as a part of your strategy offsite. The result is a session that feels energising, future-focused, and directly connected to your strategy — clarifying how you will commit to working as a team to achieve your strategy.
- **Does the whole team need to be there?** Yes, its important that all team members are present, unless there are good reasons (unfilled vacancies) that prevent this.
- **How many participants is this for?** This is aimed at the executive (or equivalent) level so the team will usually not be more than about 10.

# EXPLORE MORE PROGRAMS

## Getting Ready for Promotion

Equip high-potential leaders with behaviours, visibility, and strategy to step up.

### Delivery Options to Choose From:

- 2-day immersive
- 1-day intensive
- 90-min virtual series\*

## Step Into Leadership (First 90 Days & Beyond)

Support newly promoted leaders to build credibility, alliances, and early wins.

### Delivery Options to Choose From:

- 90-min virtual series\* (1:1 or group)

## Guilt Free Growth

Help working parents design sustainable careers and home lives without guilt.

### Delivery Options to Choose From:

- 1-day workshop
- 90-min series\*

## Your Leadership Style in Action

Build self-awareness and adaptability so leadership lands with clarity and impact.

### Delivery Options to Choose From:

- Full-day with profiling
- Half-day without profiling
- 90-min virtual series\*

## Team Fuel

Reignite team purpose, priorities, and engagement for stronger collaboration and results.

### Delivery Options to Choose From:

- 1-day team workshop
- 90-min series\*
- Optional follow-up team surgery

## Emotional Intelligence in Professional Services

Strengthen self-awareness, composure, empathy, and relationships under professional pressure.

### Delivery Options to Choose From:

- 2-day immersive
- 1-day intensive
- 90-min series\*

## Fresh Thinking in Professional Services

Make innovation a habit through reframing, ideation, and low-risk experimentation.

### Delivery Options to Choose From:

- 1-day workshop
- 90-min virtual series\*

## Leading Change

Equip leaders with tools and rhythms to lead change that sticks.

### Delivery Options to Choose From:

- 1-day workshop followed by 4 x 60-min momentum sessions
- Online self-guided program\*

## Communicate with Impact

Simplify complexity, connect with story, and deliver messages that inspire action.

### Delivery Options to Choose From:

- 1-day workshop
- 90-min series\*
- Optional pitch-prep clinics

**\*Available virtually, to suit all global time zones.**

**All programs have option to add on group or individual coaching**

## A Note From Me



*Sarah*



**Book a call  
to discuss  
your needs**

### Who I Work With

I partner with leaders and HR teams across professional services — from large global firms to smaller partnerships — in law, consulting, accounting, and business services.

### My Background

With over 20 years in leadership development, I've worked both as a management consultant and inside professional services organisations.

I understand the realities of these environments: always-on, commercially driven, and shaped by cultures that prize logic, analysis, and precision.

### What I Deliver

- Leadership development that busy professionals value.
- Practical content designed for analytical, time-poor audiences.
- High-ROI programs that strengthen leadership, engagement, and growth

### How I Work

I bring proven frameworks, but I adapt them to your context and culture.

My programs are no-nonsense, commercially grounded, and designed to make an immediate, visible difference — in how leaders show up, how teams collaborate, and how organisations grow.

All programs can be delivered **in-person or virtually, across time zones** to support both global and local teams.