PROGRAM 02

High-Performing Teams & People Leadership

For established managers who want more from their team without doing more themselves. Focused on coaching, performance and the team culture that keeps good people.

> ✓ Every program is tailored to your people, your situations and how your business runs, so treat this as a starting point, not a fixed syllabus.

Who it's for

- Experienced managers and team leaders
- Site, store and operations managers
- Managers of managers
- Department leadership groups

What changes

- Leaders coach their people instead of fixing things for them
- Underperformance is addressed early and fairly
- Teams have clear goals, roles and accountability
- Trust and psychological safety lift speaking up and results

Sample journey

Session	Module	Practised on the job
1	**Building High-Performing Teams**	Diagnose your team's goals, roles and ways of working
2	**Coaching for Performance**	Run one coaching conversation using the GROW model
3	**Performance Conversations**	Prepare and hold a performance conversation with clear expectations
4	**Psychological Safety**	Try one practice that makes it easier for your team to speak up
5	**Leading Safe & Healthy Teams**	Review workload and after-hours expectations with your team
6	**Bringing It Together**	Build a team development plan and agree it with your manager

Between sessions: short Elevate Mode scenarios matched to each module.

Ways to run it

One-off
Pick 1-2 modules as a 2-hour, half-day or full-day workshop

Virtual program
Six 1-hour sessions over six weeks

In person or blended
Full days onsite, or a mix of onsite and virtual

What's included

- Discovery call and attendee questionnaire
- Workbook and frameworks
- Elevate Mode practice access
- Post-program summary and impact survey

How pricing works

Quoted after a free consultation, based on group size, number of sessions and format. No cost or obligation.

Shape this around your team

Schedule a free consultation →

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