

# Unlock Higher Team Performance

## The Entrepleio Team Behavioural Index

A diagnostic and intervention system that helps organisations identify behavioural barriers to performance and deliver targeted improvement programmes with confidence.

- ❏ **Most organisations invest in technology, process and strategy. Few systematically measure and improve the behaviours that determine whether teams succeed or fail.**



# The Hidden Cost of Team Underperformance

Performance problems are rarely caused by a lack of technical expertise. More often they stem from behavioural issues that remain invisible until performance suffers.

## Misalignment

Teams pull in different directions and priorities compete.

## Low Trust

People hold back ideas, concerns and challenge.

## Weak Accountability

Ownership becomes diluted and follow-through suffers.

## Poor Collaboration

Individuals work hard but not necessarily together.

Leaders often know something is wrong. What they lack is a practical way to diagnose the cause and take action.



# Why Most Team Assessments Fail

## The Typical Journey



## The Reality

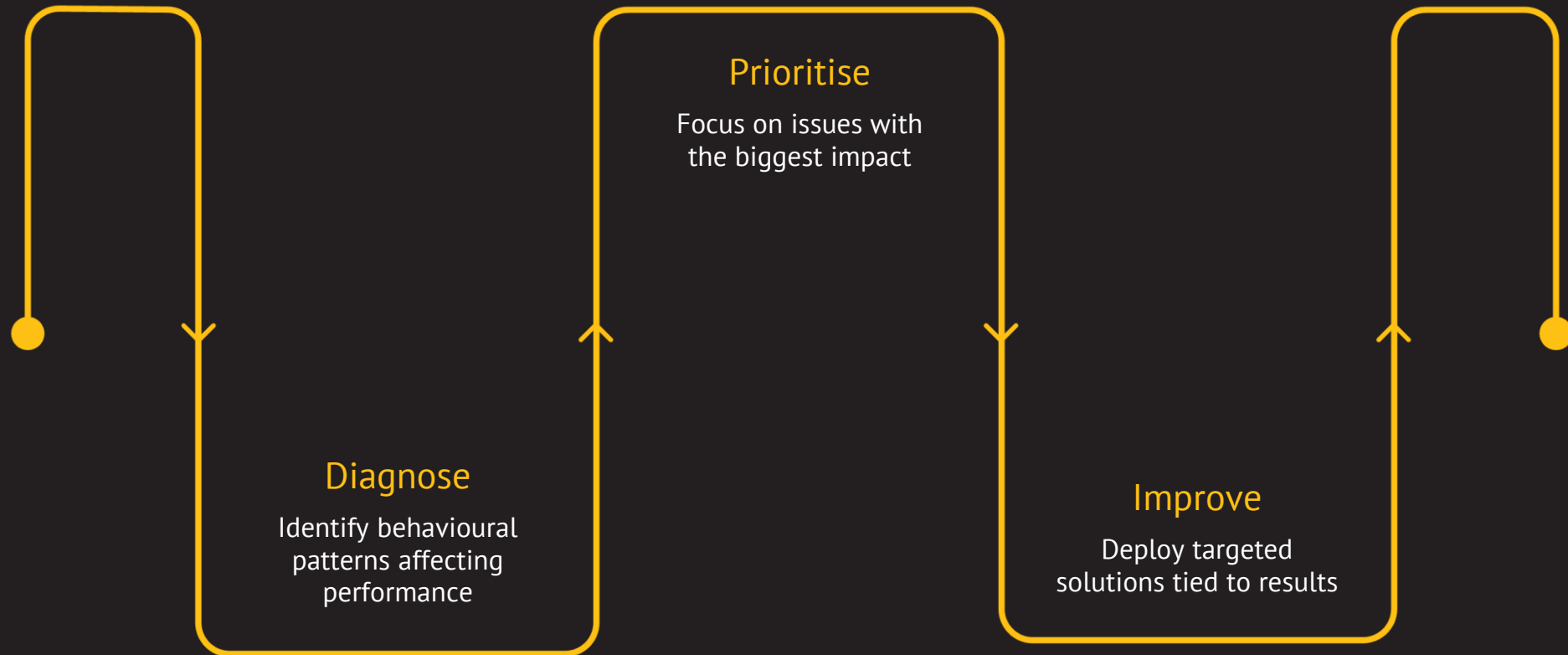
Many organisations already use engagement surveys, personality tools and team assessments. The challenge is not gaining awareness it is turning calibration into meaningful behavioural change.

Reports are produced. Workshops are discussed. Momentum is lost. Behaviour remains unchanged.

 **Awareness increases. Performance rarely moves.**

# Introducing TBI

The Entrepleio Team Behavioural Index is more than a survey. It is a structured system designed to move organisations from calibration to action, without starting from a blank sheet of paper.



TBI connects diagnosis directly to intervention — giving leaders a clear path forward at every stage of the improvement journey.

# What TBI Measures

Together, these six dimensions provide a practical language for discussing and improving team performance.



## Alignment

Shared direction, priorities and purpose.



## Trust & Safety

Ability to challenge, contribute and speak honestly.



## Energy

Momentum, motivation and confidence.



## Communication

Clarity, openness and quality of dialogue.



## Accountability

Ownership, follow-through and mutual responsibility.



## Teaming

The ability to collaborate effectively across boundaries.

# What Makes TBI Different

## Most Tools Stop at calibration

Measure behaviour

Produce reports

Leave leaders to figure out the next step

## TBI Goes Further



Diagnoses behavioural issues



Recommends specific interventions



Provides ready-to-use workshop resources



Creates a repeatable improvement pathway

**Most tools tell you what is wrong. TBI tells you what to do next.**

# How the Entrepleio TBI Process Works

Diagnose



Prioritise

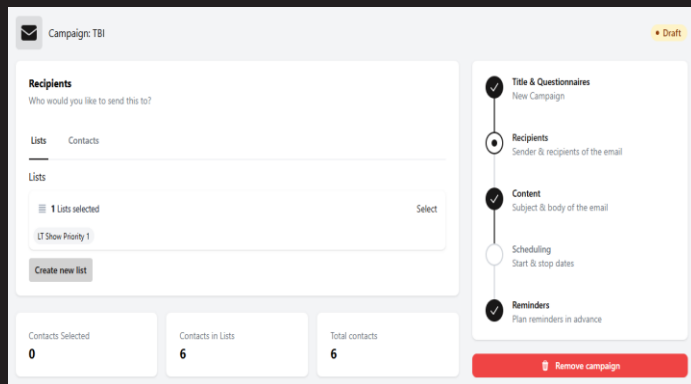


Intervene



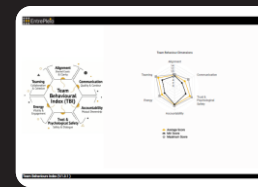
## 1. Set Up the Diagnostic Campaign

A campaign is created in the Entrepleio distribution portal for each team. The platform manages the diagnostic process, including participant invites, reminder emails and the collation of feedback.



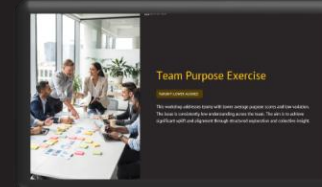
## 2. Generate the TBI Report

Understand the behavioural dynamics, strengths and development needs of each team. The TBI report does more than diagnose the team. It directs attention to the areas that need development



## 3. Run Targeted Interventions

The report links directly to relevant workshop packs from the Entrepleio resource bank, enabling the organisation to deliver targeted, proven development interventions.



*From team calibration to practical intervention: TBI helps organisations move quickly from diagnosis to targeted behavioural development.*

# From Diagnosis to Action

Every intervention in the TBI library is designed to accelerate behavioural improvement. Organisations spend less time creating content and more time improving performance.

## Why It Was Selected

Clear rationale linked directly to team results.

# Workshop Design

Structured format with facilitation guidance included.

## Ready-to-Use Slides

Professionally prepared workshop materials.

## Follow-Up Actions

## Mechanisms to embed improvements over time.



# Why Organisations Invest in TBI



## Better Leadership and Team Conversations

Create a common language for discussing team performance with clarity and confidence.



## Faster Movement to Action

Reduce the delay between diagnosis and intervention – from weeks to days.



## Better Return on Development Spend

Invest in interventions matched to genuine need, not assumptions.



## Greater Consistency

Apply the same rigorous approach across teams and functions at scale.

**TBI turns team behaviour from something leaders sense into something they can measure and improve.**

# The Consultant Advantage

## Without TBI

Consultants typically spend significant time designing diagnostics, building surveys, chasing completion, producing reports and developing workshop materials from scratch.



High preparation overhead



Inconsistent quality



Slower time to value

## With TBI

Everything is connected through one system – diagnostic platform, automated reporting, behavioural framework, intervention recommendations and facilitation materials.



Less preparation



More client value



Faster delivery

# A Complete Engagement Model



## Phase 1: Diagnostic & Reporting

Gather evidence and identify performance drivers.



## Phase 2: Exploration Session

Review findings and agree priorities with leadership.



## Phase 3: Workshop Programme

Run targeted interventions aligned to team needs.



## Phase 4: Follow-Up Support

Sustain momentum and reinforce behavioural shifts.

The diagnostic opens the conversation. The intervention programme creates lasting impact.

# The Economics of Team Performance Improvement

## Stream One: Diagnostic

Team diagnostic deployment

Behavioural reporting

Exploration session

## Stream Two: Intervention Programme

Targeted workshops

Leadership sessions

Team development  
programmes

Follow-up support

 The diagnostic identifies the challenge. The intervention programme generates the majority of organisational value.

# Engagement Example



A structured behavioural improvement programme supported by evidence rather than assumptions.

# Why the Model Works

## For Organisations

- Higher team performance
- Faster decision-making
- Improved accountability
- Stronger transformation outcomes

## For Consultants

- Reduced preparation effort
- Repeatable methodology
- Higher value engagements
- Increased follow-on opportunity

Everyone benefits when interventions are targeted, evidence-based and repeatable.

# Ways to Deploy TBI

1

## Diagnostic + Exploration Session

Ideal first engagement. Low commitment, high clarity.

2

## Diagnostic + Three Workshop Programme

The recommended approach for meaningful behavioural change.

3

## Multi-Team Assessment

Compare performance across teams and functions at scale.

4

## Transformation or Leadership Programme

Use TBI as the behavioural foundation for broader change initiatives.

# The Investment

Flexible licensing options designed to match your practice size and client demand. Start small, demonstrate value, then scale confidently.

## Pilot

Initial deployments and proof of value.

## Starter

Suitable for smaller consulting practices.

## Growth

Supports multiple client engagements and growing demand.

## Scale

Designed for larger consulting firms and enterprise programmes.

# What TBI Is, and What It Isn't

## TBI Is



A team performance system



A behavioural diagnostic



An intervention platform



A practical improvement framework

## TBI Is Not



A personality profiling tool



An employee engagement survey



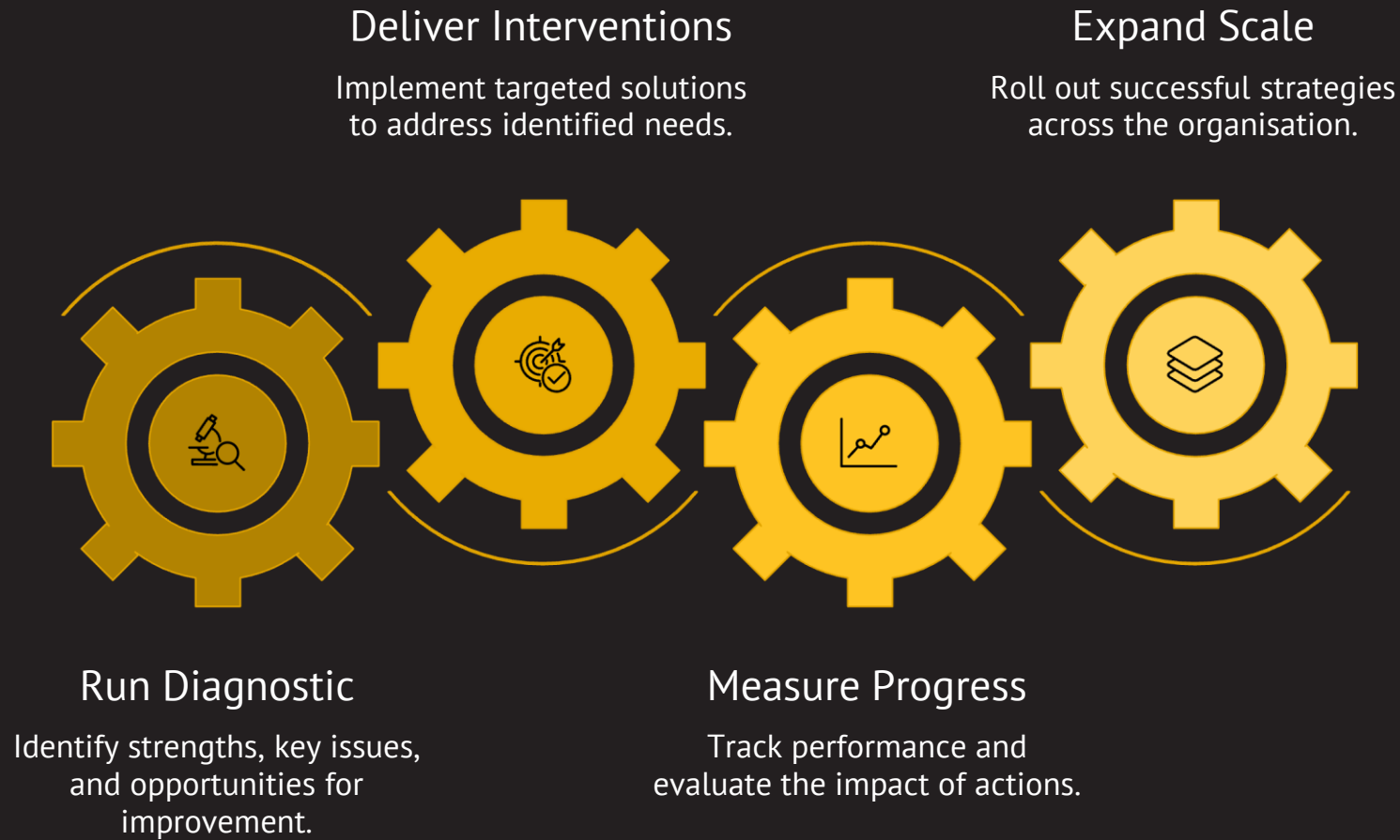
A generic assessment questionnaire



A team 360° Survey

"A structured way to understand how a team works and move directly into targeted interventions."

# Start With One Team



# Measure what matters.

## Intervene with confidence.

## Improve team performance.

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The Entrepleio Team Behavioural Index

