

High performing teams programme

Releasing the power of your team

WE TURN GOOD TEAMS INTO GREAT ONES BY EQUIPPING THEM WITH THE MINDSET, SKILLS, AND STRUCTURES TO WORK SMARTER, SOLVE PROBLEMS COLLECTIVELY, AND REDUCE RELIANCE ON SENIOR LEADERS FOR DAY-TO-DAY DECISIONS. BY BUILDING TRUST, CLARITY, AND MUTUAL ACCOUNTABILITY, WE HELP TEAMS TAKE OWNERSHIP OF THEIR SUCCESS - LEADING TO HIGHER PRODUCTIVITY, STRONGER ENGAGEMENT, AND MORE TIME FOR LEADERS TO LEAD.

Unlock your team's potential

As a senior leader, you need a high-performing team that takes ownership, delivers results, and solves challenges without escalating every issue to you.

At the same time, you want a motivated, resilient team where individuals feel empowered, engaged, and equipped to grow as leaders.

Our High Performing Teams Programme strengthens collaboration, problem-solving, and accountability - so leaders can focus on strategy instead of firefighting - and builds a culture of distributed leadership, growth, and sustained high performance.

Benefits for you & your team

For leaders:

- Less day-to-day problem-solving – your team handles more challenges independently.
- More time for strategy, innovation, and high-value leadership work.
- A more aligned, engaged team that delivers meaningful results.

For team members:

- Stronger relationships and a more inclusive team dynamic, built on trust and psychological safety.
- Greater confidence and capability in collective decision-making.
- Higher job satisfaction from making a real impact and a sense of collective achievement.

Our process



Step 1 – Discovery

We start by diagnosing where your team is today.

- A **Team Diagnostic Survey** provides a data-driven view of strengths and areas for improvement, based on factors proven to impact team effectiveness.
- **Interviews** with team members build a deeper picture of team dynamics and begin the process of personal reflection.
- We provide a **clear, actionable report** and work with the team to agree on the key areas for improvement. This ensures the programme is **tailored to your team's real needs**.



Step 2a – Team coaching

Over three sessions, we help your team develop new ways of working that make them **more collaborative and effective**.

Session 1 – Setting the foundations

- Strengthening **trust and understanding**, the foundations of high performance.
- Creating a **team development plan**.

Sessions 2 & 3 – Building capability & solving problems

Tailored to the team's needs, common focus areas include:

- Building **problem-solving capability** within the team.
- Establishing a **clear team purpose** to drive alignment and motivation.
- **Improving decision-making** by enabling constructive conflict.
- Clarifying **roles and responsibilities**.
- Tackling a **specific team challenge**, using it as a live learning opportunity.



Step 2b – Leadership coaching

Alongside team coaching, we provide four one-to-one leadership coaching sessions for key individuals who need extra support in adapting to new ways of working.

This coaching helps individuals:

- **Prioritise actions** that will have the biggest impact on their (and, if relevant, their sub-team's) effectiveness.
- Move themselves (and their sub-teams) towards a **growth mindset**, aligned with the **future needs of the business**.
- Increase **confidence and self-awareness**.
- Increase capability and comfort with **key leadership skills**.

We equip employees with the skills and confidence to become excellent team members today and great leaders of the future - creating a culture of personal growth and long-term success.



Step 3 – Track and sustain

Six months after the coaching starts, we perform a “Pulse Check” survey to assess how the team’s performance has changed. We run a session for the team to review progress and help it to tune up the areas where further focus is needed to keep team development on track.

Meet the team



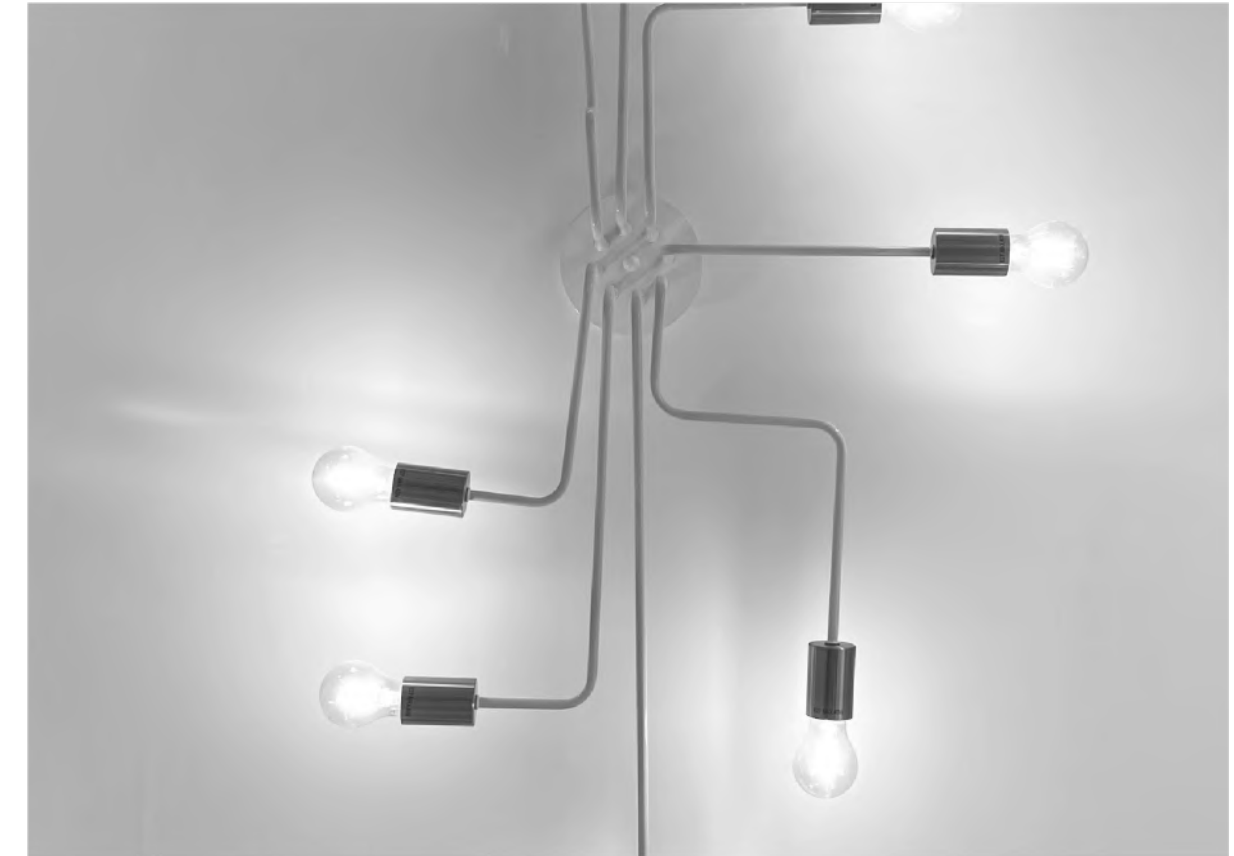
**TEAM COACH & DIRECTOR,
DUNCAN LANCASHIRE**

Duncan is a team coach with over 20 years of financial services experience, including executive and board-level roles at Deloitte, Lloyds Bank, and Sanlam.



**EXECUTIVE COACH & DIRECTOR,
RACHEL LANCASHIRE**

Rachel is an executive coach who helps individuals gain clarity and confidence in their careers. She has helped clients across diverse industries to create meaningful professional and personal change.



ASSOCIATE NETWORK

We have a network of experienced associate team and executive coaches, allowing us to scale our team for larger projects and effectively support bigger groups when required.

**Ready to build a high
performing team?**

Contact us today.

PHONE

+44 7970 472303

EMAIL

duncan@fusion-coaching.co.uk

