



Your team's performance starts with leadership.

Most leadership teams sense something isn't quite right.

Few teams have a clear, shared picture of what — specific enough to act on.

WHY IT MATTERS

Gallup research shows that managers account for at least 70% of the variance in team engagement — yet 77% of employees globally are not engaged or actively disengaged. Google's Project Aristotle, spanning 180 teams, found that what separates high performers is not who is on the team but how safely and openly they work together. Most organizations invest in individual development. Few have a clear picture of how their teams function.

HOW IT WORKS

- **Assess** — Every team member completes a 38-question survey across eight dimensions (10–15 minutes, anonymous). Results are aggregated by team and sub-team and returned through a live facilitation platform.
- **Workshop** — A facilitated half-day session where the leadership group reads the data together, diagnoses root causes, identifies priorities, and builds a concrete team action plan.
- **Coaching** — Within two weeks of the workshop, each leader begins a 12-week individual coaching program: 6 sessions focused on the behavioral changes they committed to in the workshop.
- **Reassessment** — At 90 days, the team completes the survey again. Results are measured against the baseline, showing exactly what moved.

WHAT MAKES THIS DIFFERENT

A coach at every stage, not just in the room. Before the assessment goes out, you can shape the questions. We share the full 38-question set and you propose any wording changes to ensure it reflects your company language, culture, and priorities. We review and agree on them together — so the team is answering questions built for their context, not a generic instrument.

The platform is purpose-built for workshop facilitation, not self-serve dashboards. Most tools give you data. This one gives you a facilitated conversation with a coach who has sat in your seat.

During the workshop, the team sees question-level scores within each dimension — not just the dimension average, but each question ranked. The conversation goes directly to the specific behaviors driving the gap.

The result isn't insight delivered to the team — it's a team that arrives at its own insight, captured in a plan built in real time with named owners and due dates.

The assessment gives structure. The coaching gives depth. The experience ensures execution.



THE 8 DIMENSIONS OF LEADERSHIP

01 Shared purpose & clear goals Clarity on why the team exists and where it's headed	02 Psychological safety Safe to speak up, challenge, and admit mistakes	03 Collective accountability Everyone owns the outcome, not just their own task	04 Communication & candour Feedback in all directions; hard things said early
05 Continuous learning Regular reflection and deliberate improvement	06 Process & autonomy Autonomy, clear process, and sustainable pace	07 Leadership effectiveness Direction is clear; people feel supported	08 Results & delivery Consistent delivery and a clear view of progress

The eight dimensions are grounded in decades of research in team psychology and organizational effectiveness — including Google's Project Aristotle, Amy Edmondson's work on psychological safety at Harvard Business School, and Patrick Lencioni's research on team dynamics.

TEAM CLASSIFICATIONS

The composite Team Health score is a weighted average across all eight dimensions. The three foundational dimensions — Psychological Safety, Shared Purpose & Clear Goals, and Collective Accountability — carry greater weight. These determine whether everything else works. If any single dimension falls below 40%, the overall score is capped, reflecting that a team cannot be classified as high-performing when a critical gap exists in a core area.

< 50% Team Requiring Attention Critical gaps affecting performance. Structured intervention required.	50 - 64% Emerging Team Building the habits and structures it needs. Improvement is possible.	65 - 79% Developing Team Strong foundations, identifiable gaps. Focused effort drives real change.	≥ 80% High Performing Team Trust and clarity embedded. Focus shifts to sustaining and raising standards.
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WHAT THE ENGAGEMENT DELIVERS

01 ASSESSMENT	02 WORKSHOP	03 COACHING & REASSESSMENT
- Survey customized to your business - Team classification, dimension scores, sub-team comparison, and divergence flags - Burnout risk flag - Narratives for key themes - Employee Advocacy eNPS	- Facilitated workshop - Action plan built in real time with owners and due dates - Library of proven actions to facilitate the discussion - Question-level drill-down: each question ranked lowest to highest per dimension	12-week individual coaching — 6 sessions per leader, beginning within two weeks - Reassessment at 90 days, scored against the baseline - Before-and-after delta scores across every dimension for each team

ABOUT SONAS COACHING: Sonas Coaching was founded by Aengus Linehan, who brings 35 years of experience building and leading high-performance teams from startups to large public organizations. He has led teams through acquisition, rapid growth, and structural change, and brings that firsthand experience to every engagement.