



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.*

HOW IT WORKS

01 ASSESS

Every team member completes a confidential assessment comprising 36 questions across 8 dimensions. Results return a percentage score per dimension and a composite Team Health score — a precise, shared picture of how the whole team and individual sub-teams operate.

02 WORKSHOP

A facilitated workshop where each leader reviews data specific to their team. A Sonas Leadership Coach leverages best practices to guide the discussion — surfacing root causes and supporting the team to arrive at a realistic, concrete plan they own and commit to.

03 INTEGRATE

Three months of 1:1 leadership coaching with a Sonas Leadership Coach to embed what was agreed — accountability check-ins, real-time support as the plan is put into practice, and the skills to sustain the change. An optional repeat assessment is available to measure progress.

THE 8 DIMENSIONS

1. Shared Purpose & Clear Goals
2. Psychological Safety
3. Collective Accountability
4. Communication & Candor
5. Continuous Learning
6. Process & Autonomy
7. Leadership Effectiveness
8. Results & Delivery

WHAT MAKES THIS DIFFERENT

Most team assessments produce a report that sits in a drawer. This engagement produces a conversation — and leaves the team with a plan they wrote themselves.

The assessment platform is purpose-built for workshop facilitation, not self-serve dashboards — and the facilitation draws on 35 years of firsthand experience leading teams through exactly this kind of change.

Before a single response is collected, you can shape the questions. We share the full 36-question set — you propose any wording changes, we review and agree them together. The team answers questions built for their specific context, not a generic instrument designed for someone else.

The result isn't insight delivered to a team. It's a team that arrives at its own insight — and owns what comes next.

The assessment gives structure. The workshop creates a plan. The coaching gives depth.

About Aengus Linehan. Founder of Sonas Coaching & Leadership Development, and a Professional Certified Coach. 35 years building and leading high-performance teams across startups, VC-backed companies, PE-owned businesses, and large public organizations — including VP of Services at VMware, WW Leader for Success & Support at Broadcom, and VP Global Services at DDN. He has built, led, and turned around high-performance teams through acquisition, rapid growth, and structural change — and brings that firsthand experience to every engagement.

Ready to see what the data says? Let's talk.

aengus@mysonascoach.com · mysonascoach.com · August 2026