



What does it take to win?

Alpha Grid : Senior Management Team Track Record Delivery : Team Session Plan

Win

A cohesive and aligned Senior Management Team, resilient to challenges, with clarity on *how* to achieve future success for Alpha Grid.

Evidence of success

- + The team has a defined identity based on how they continuously add value with and for their stakeholders.
- + The team is able to leverage and maximise the diverse strengths within the team for the benefit of the organisation. Each team member values, and is valued, for the strengths they bring to the team and is aware of their formal and informal responsibilities as a leader and team player.
- + The team is built on the foundation of trust. The team is able to actively engage in challenge to create a sense of ownership and respect.
- + The team has identified the fears, barriers and choices specific to filling the skills gap, identifying and recruiting talent to lay the foundations for future growth.

Key target areas

The following will be identified and addressed through team coaching sessions:

1. Maximising diversity : Leveraging the strengths of each team member and clarify roles and responsibilities as a team player and leader within the organisation.
2. Maximising trust : Increase speed of decision making, reducing the need for reassurance and second guessing intent behind behaviours.
3. Drains on team confidence : The perceived barriers to a sense of ownership and belonging. The benefit - increased level of certainty and commitment.
4. Perception gap between current and desired future state : Raising awareness of the barriers, fears and choices made today which impact future growth.

Coaching Schedule

Date	Delivery	Focus	Win
May	Survey & calls	Exploration and discovery of areas for development	Co-created and targeted coaching interventions
4th June 3.30pm	Team Session (3 hours virtual)	Team Confidence : Our identity and strengths	Establish team identity and identify team strengths
July TBC	Individual prep-calls (30 min)	Challenge and support commitments and actions	Enhanced accountability and preparation for next session
9th July 3.30pm	Team session (3 hours virtual)	Team Trust : Intent and behaviours aligned to values and stakeholder expectations	Increased speed of decision making and leadership accountability
August TBC	Individual prep-calls (30 min)	Challenge and support commitments and actions	Enhanced accountability and preparation for next session
6th August 3.30pm	Team Session (3 hours virtual)	Team Mindset : Mapping the emotional journey to the desired future win	Identify and acknowledge barriers, fears, options and choices for growing the business (focus on creating learning opportunities / talent pipeline)

Session Plan Overview

Team Session 1 : Strengths

1. Identify your player strengths and establish team and leadership roles and responsibilities
 - Blind spots
 - Triggers
 - Choices and consequences
2. Stakeholder mapping - identify how the team creates value with and for stakeholders (employees, FT, AG, clients)
 - What do we need from one another to create value for stakeholders?
 - How will working together differently improve our stakeholder relationships?

Team Session 2 : Trust & Team Discipline

1. Embed a foundation of organisational trust "I believe you care about your stakeholders and consistently live by your expressed values"
2. Identify team disciplines to create trust (character-based) aligned with identified team values and stakeholder needs.

Team Session 3 : Team Mindset

1. Identify barriers, fears, options and choices for growing the business (strengthening depth of talent & efficient ways of working)
2. Map the emotional journey ahead - what's our mentality towards scaling?