

Adaptive Teams

Accelerate performance by cultivating trust, accountability
and great communication



Yolanda Beattie

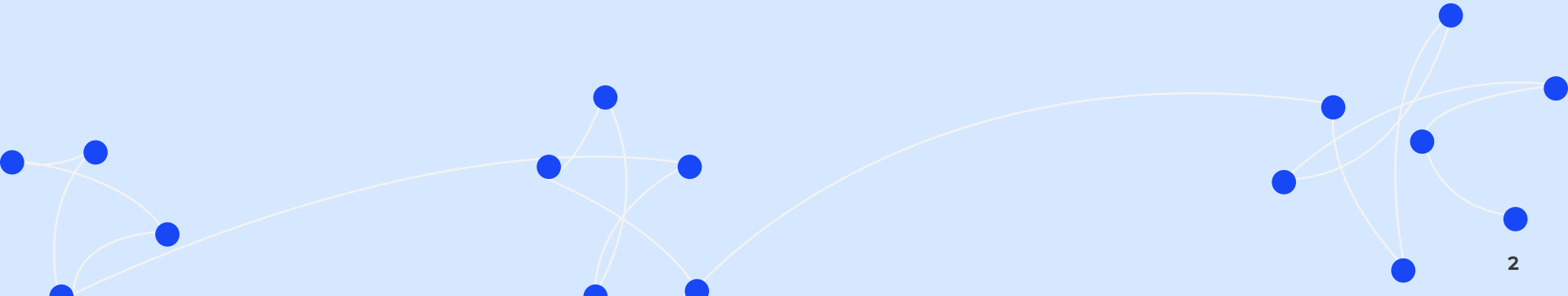
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“Teamwork begins by building trust.
And the only way to do that is to
overcome our need for invulnerability.”

- Patrick Lencioni



Teamwork is trust work

Bringing together diverse people with different perspectives to solve complex problems and capture new opportunities is arguably the most important – and hardest – aspect of leadership. Humans are tricky and team dynamics can be fraught.

Nurturing a culture of trust, accountability and great communication is vital.

Compared with people at low-trust companies, **people at high-trust companies report...**

13%

fewer sick days

76%

more engagement

29%

more satisfaction with their lives

74%

less stress

50%

higher productivity

40%

less burnout

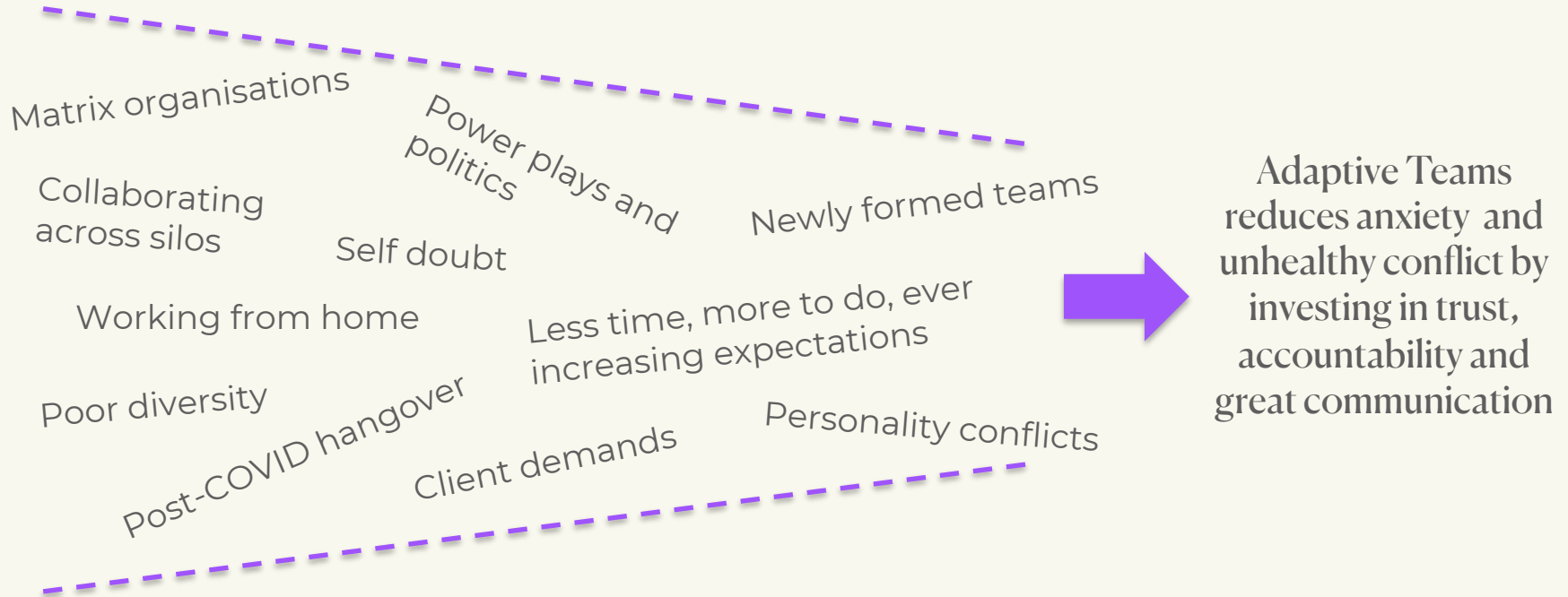
106%

more energy at work

Source: Paul Zak, HBR, 2017

Teams are under increasing pressure

Adaptive Teams improves cohesion and collaboration so that your teams can leverage their diversity, confidently tackle challenges, and drive productivity and performance



The Adaptive Teams experience

Adaptive Teams is an immersive team experience designed to accelerate leadership team performance by mastering the inner-game of leadership, together

Playing the inner-game to change behaviours and elevate team impact

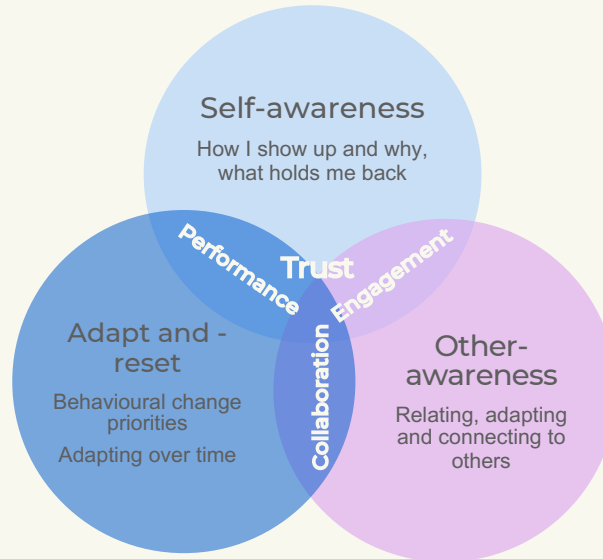
We help your team master the inner-game of leadership by exploring how personality, ego, identity and mindset are impacting individuals and the team in ways that serve, and ways that don't.

Practical, action-oriented tools support the team to convert deep self-reflection into extraordinary conversations that lead to lasting behavioural change.

“This program is a great way to realign your priorities and capture a new energy in bringing your best self to your team and work”

Participant feedback

We curate a conversation and learning experience covering three areas



What's in it for you and the team?

- **Get more done and do better work** – Spend less time managing personal agendas and self-limiting beliefs, freeing up time and headspace to embrace business challenges and opportunities
- **Have more fun** - Experience less stress, anxiety and upset; enjoy higher levels of personal and professionally flourishing.
- **Leverage the diversity dividend** by building a culture that values and includes different viewpoints.
- **Reset team relationships and ways of working** - Build deeper, more fulfilling, trusting relationships so the team can collaborate more effectively and influence others.

How we find your team's biggest growth edge

Our 'inside out' process helps your team understand the nature of their threat and trust systems to playfully and powerfully surface and shift issues that erode individual and team performance

All teams are hampered by below the line behaviours, at least some of the time. When we're below the line, we're feeling threatened and respond with a need to win and be right. This fuels behaviours like drama, defensiveness, self-doubt and overwork.

By building a practice of paying attention to how we have conversations (context) not just what we're saying (content), we can build habits that move the team above the line before often.

Because humans are wired to be overly sensitive to threats, most of us spend most of the time below the line.

“What you hold in your consciousness tends to manifest”

Bob Anderson
Founder, The Leadership Circle

Recognising where you are and choosing to shift is the aim of the game. By using fun and interactive tools and concepts, participants gain new insights into the nature of their consciousness, and how to work with it.

Contextualising the experience with your current challenges and priorities means we can powerfully reboot the team and have a rapid impact on performance.

Team diagnostics and leadership 360s can be conducted to fast-track the discovery process. We recommend the Squadify platform for team assessments and The Leadership Circle Profile for 360s.

Trust responses

Personal responsibility, accountability and integrity
Openness, curiosity and truth-seeking
Feedback and candour
Positivity and constructive challenge
Play and rest
Growth mindset and adaptability

Threat responses

Defensiveness and righteousness
Reactivity and negativity
Gossip and drama
Overwork and burnout
Control, fear and blame
Insecurity and hesitancy

Based on the work of The Conscious Leadership Group

A proven process that supports change

Working at the level of identity and mindset means we tackle the underlying barriers to change

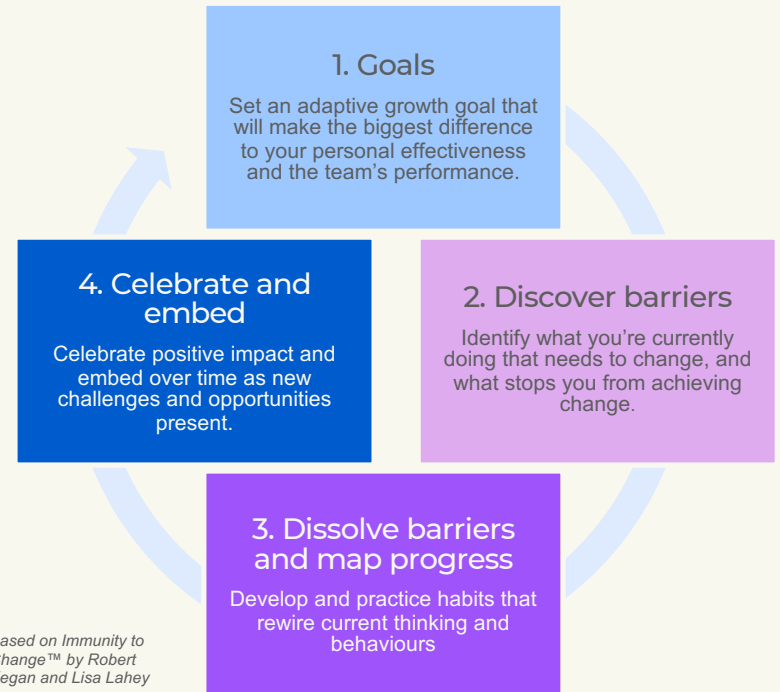
It's one thing to see how you go below the line. Changing well-worn habits is another challenge altogether.

That's why we work with a proven process that involves shifting at the level of identity and mindset before we can effectively and sustainably change behaviours.

By sharing personal goals and vulnerabilities in a playful and constructive way, deeper levels of trust and connection emerge. Plus everyone benefits from a refreshing surge of personal responsibility, accountability and integrity.

“A great program for our team at this time with some real breakthroughs”

Participant feedback



Bespoke experiences tailored to your needs

Adaptive Teams can be run in any combination of half and full day workshops, face to face or virtual. Targeted 1 on 1 coaching is also available.

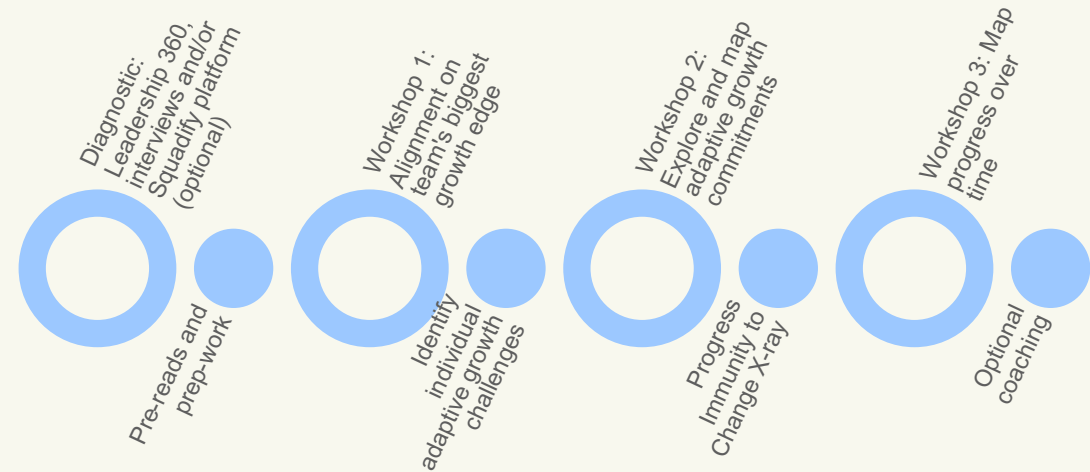
All program participants receive:

- Action learning activities (self-reflection and other assigned activities)
- Ongoing support via email
- Clarity 4D personal profile report
- Program workbook

Investment

Talk to us about designing a program that meets the team's needs and your budget.

An indicative program flow, fully customisable to your needs, time capacity and budget



Your facilitator

Yolanda Beattie founded Yo&Co in 2019 after spending three years leading Mercer's learning and inclusion consulting practice and before that three years leading the Workplace Gender Equality Agency's public affairs team.

Her 20-year career has focused on influencing change by expertly facilitating conversations that capture hearts and minds – at a national, industry, organisational and individual level. She brings to clients an infectious energy, passion for breaking the mould and insatiable desire to get to the heart of issues in pursuit of solutions that work.

Yolanda holds a Bachelors degree in Commerce, a Masters degree (with merit) in public policy and is a certified executive coach (IECL).



Thank you



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