



COLLECTIVE EDGE

Close the gap between collective capability and execution.

You can have talented people. A clear strategy. Strong individual performers. And still have a team that isn't delivering what it is capable of.

A 16 week team performance intervention
for leadership and management teams

A decorative graphic in the bottom right corner consisting of a series of horizontal bars of increasing height, creating a staircase effect. The bars are colored in shades of orange and brown.

THE EXECUTION GAP

Performance isn't determined by individual capability alone. It's shaped by what happens between people.

How quickly **decisions** get made. How openly people **challenge** one another. Whether **accountability** is genuinely shared. How tension is handled. Whether priorities remain aligned. And whether conversations translate into action.

THE EXECUTION GAP

When those things aren't working, an execution gap emerges... the distance between the capability within a team and what that team is actually able to deliver collectively. **Collective Edge is designed to close it.**

Beyond team building

Collective Edge is a 16 week team performance intervention for leadership and management teams that want to strengthen how they think, communicate, challenge, decide and execute together.

This isn't a one off training event. And it isn't about fixing dysfunctional teams.

Collective Edge works beneath the surface of team performance, identifying the patterns, relationships and ways of working that either accelerate execution or quietly get in its way.

Over 16 weeks, the team is given the space, challenge and practical capability to change how it operates, while applying that learning directly to the realities of its work.

The objective isn't simply better relationships. It's better collective performance.

WHO IT'S FOR

Your team doesn't need to be broken.

Collective Edge is designed primarily for leadership and management teams. It is particularly valuable when you know the individual capability exists but the collective isn't consistently producing what should be possible.

A strong team that has plateaued

A newly formed leadership team

A team navigating significant growth or change

Strong individual performers working too independently

A leadership group where accountability needs to become more collective

Three interconnected elements

Rather than delivering a predetermined training package, every Collective Edge engagement begins by understanding the team, its context and where the execution gap is showing up.

3

Team coaching sessions

These aren't facilitated away days. The team works with the real issues affecting its performance: decisions, relationships, priorities, accountability, tensions and the conversations that need to happen.

We pay attention not only to what the team is discussing, but to how the team is operating while discussing it. That often reveals patterns which are difficult to see from inside the system.

Team coaching creates the opportunity to surface those patterns, challenge assumptions and develop new ways of working together.

2

Individual 1:1 conversations

Each participant has two confidential 1:1 conversations across the 16 weeks, exploring their contribution to the wider team system.

Where might I be strengthening the team?

Where might I be maintaining a pattern that isn't serving us?

What conversations am I avoiding?

How does my leadership impact others?

What responsibility do I need to take for how this team operates?

The purpose isn't to diagnose or fix individuals. It is to build awareness of the relationship between individual behaviour and collective performance.

3

Targeted development workshops

The workshops aren't selected from a generic training catalogue.

The focus is shaped by what the team needs in order to close its particular execution gap.

Content is designed around the team's live challenges, so learning is applied directly to the realities of its work.

Workshop themes may include

Courageous communication and productive challenge

Building the capability to say what needs to be said while maintaining strong working relationships.

Collective accountability

Moving beyond individual ownership towards a team that holds responsibility for outcomes together.

Decision making and execution

Creating greater clarity, reducing unnecessary friction and translating discussion into movement.

Trust, tension and healthy conflict

Developing a team that can challenge, disagree and remain connected.

Collaboration across difference

Using different perspectives, experiences and working styles as sources of collective intelligence.

The content is tailored. The outcome remains the same: a stronger collective capable of better execution.

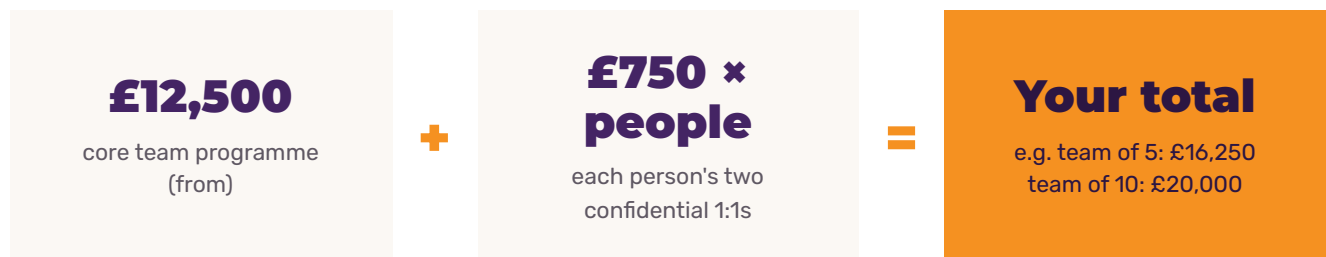
What could be different 16 weeks from now?

- ✓ Decisions made with greater clarity and pace
- ✓ Accountability shared, not sitting with the team leader
- ✓ Difficult conversations happen earlier
- ✓ Challenge becomes more constructive
- ✓ The team responds better when pressure, uncertainty or disagreement increases
- ✓ Priorities clearer across the team
- ✓ Meetings create decisions and movement
- ✓ Silos begin to break down
- ✓ People understand their impact on the wider team

Collective Edge starts with your execution gap, not our assumptions.

INVESTMENT

An organisational intervention, not a per person course



The core intervention includes

- Team diagnostic and programme design
- 3 facilitated team coaching sessions
- 3 targeted development workshops
- Integration and adaptation across the 16 weeks
- End of engagement review and recommendations

Individual development

£750 per participant provides two confidential 1:1 development conversations, integrated into the wider Collective Edge journey.

Larger teams and more complex organisational requirements are scoped separately. Final investment is confirmed following an initial scoping conversation.

Start a conversation

Collective Edge begins with a conversation about your team, not a sales pitch for a predetermined programme. We'll explore what you're seeing, where execution is becoming harder than it needs to be, and what might need to change.

Intentional Steps

info@intentionalsteps.co.uk
intentionalsteps.co.uk