TEAMS + LEADERSHIP

Shared direction. Leadership in practice.

Workshops, mediation, and individual coaching with a transformation team and its leader.

Strategy, people, and practical experimentation.

Facing a difficult team transition? Let's understand what needs attention.

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THE SITUATION

A transformation team in a logistics company was experiencing serious conflict and struggling with shared direction. I accompanied the team and its leader over approximately two years.

MY CONTRIBUTION

I facilitated workshops and mediation, and worked one-to-one with the leader. Through questions, observations, and the Adaptive Leadership lens, we examined the team's tensions, responsibilities, and what leadership the situation required.

A CONCRETE SHIFT

The collective vision process had stalled. I helped the leader see what the team needed from him and encouraged him to articulate an initial direction, then invite the team to contribute. Sharing leadership did not mean leaving direction and responsibility unowned.

WHAT I OBSERVED AND HEARD

I observed the leader take greater ownership and speak more openly with the team about his intentions and struggles. He later reported progress in collaboration and team members' growth, and invited me to facilitate another retreat. His reflection and development also became a source of learning for me.

Anonymized client project | Workshops, mediation, and leadership coaching over approximately two years.