

TEAM EFFECTIVENESS

Creating the clarity, relationships and ways of working that help teams perform at their best



Challenge with Care

Honest conversations • shared accountability • stronger relationships



Unlock Potential

Collective strengths • better collaboration • greater contribution



Create Lasting Change

Practical habits • embedded behaviours • sustainable performance

Thoughtful challenge. Untapped potential. Change that lasts.

THE PROPOSITION

Most teams are not struggling because their people lack capability

Most teams are made up of capable people who want to do good work. Yet capability alone does not guarantee effective collaboration. Unclear expectations, competing priorities, unresolved tensions and inconsistent ways of working can make it difficult for talented people to succeed together.

The opportunity

To create greater clarity, stronger relationships and practical ways of working that help teams deliver results, navigate change and sustain performance over time.

Team effectiveness is not about fixing individuals. It is about creating the conditions that allow people to collaborate, contribute, adapt and perform at their best together.

My approach is practical, human and grounded in real organisational life. Through structured listening, facilitated workshops and purposeful team conversations, we focus on the behaviours, relationships, habits and agreements that shape how work gets done every day.

YOU MAY BE HERE BECAUSE

The team contains capable people but is not achieving what it could

Priorities and expectations are not consistently understood

People may interpret goals, responsibilities and success differently.

Collaboration feels harder than it should

Misunderstandings, silos or competing priorities may be reducing effectiveness.

Trust and openness have been affected

Difficult conversations may be avoided and perspectives left unexplored.

The team is navigating change

Leadership, priorities, structures or strategy may have disrupted established ways of working.

Progress feels slower than expected

Meetings create activity, but not always clarity, ownership or momentum.

Different strengths and working styles create friction

Differences can be a strength, but without understanding they can frustrate.

The starting point is not a pre-prepared solution. It is understanding the team's reality and identifying the changes that will have the greatest impact.

HOW I CAN HELP

Three practical routes into the work

01

Team Effectiveness Review

Understand what is helping and hindering the team through structured listening, facilitated exploration and workshops.

02

Team Alignment & Development

Build stronger relationships, greater trust and a shared understanding of what people need from one another.

03

Ways of Working Design

Develop clear expectations, practical agreements and sustainable habits that strengthen collaboration and accountability.

Facilitated workshops often create the space for teams to explore what is happening, have the conversations that matter and agree practical ways forward.

Every engagement is shaped around the team's context, challenges and ambitions. Established models are used thoughtfully and translated into that team's everyday reality.

TEAM EFFECTIVENESS & CHANGE

Strong teams are better able to adapt, respond and succeed through change

Organisations change through teams. Sustainable change depends on teams, understanding what is changing and how they need to work together differently.

Progress often slows when expectations, priorities, ownership and behaviours do not evolve alongside the change itself.

Through facilitated workshops and team conversations, we may explore:

- What the change requires from the team
- How roles, priorities and expectations are shifting
- The conversations that need to happen
- Ways of working needed to support adaptation
- Where ownership and accountability need to sit
- Practical behaviours that will help make change real

Team effectiveness creates the foundation for change to be understood, owned and successfully implemented.

WHAT EFFECTIVE TEAMS NEED

Strong teams are built on more than goodwill



Clarity

Shared goals, priorities and expectations.



Trust

Openness, honesty and constructive challenge.



Communication

Conversations that create understanding.



Accountability

Ownership of commitments and responsibilities.



Collaboration

Working across perspectives and expertise.



Practical Habits

Simple, consistent ways of working.

When these elements work together, teams become more confident, effective and resilient.

HOW THE WORK TAKES SHAPE

Practical, collaborative and focused on real work

01

Listen

Understand the team's current reality.

02

Explore

Use facilitated workshops to examine strengths and challenges.

03

Align

Build shared understanding of expectations, behaviours and priorities.

04

Commit

Agree practical actions and ways of working.

05

Embed

Apply, review and sustain new habits.

Workshops create space for important conversations and shared decisions, but they are not an end in themselves. The goal is positive change that continues in everyday work long after the session ends.

TEAM SOLUTIONS

Team Effectiveness Review

BEST FOR

Teams wanting to understand what is helping and hindering their effectiveness.

CLIENT OUTCOME

A clearer, shared picture of what influences team effectiveness and a practical way forward shaped with the team.

WHAT YOU RECEIVE

- Structured exploration of the team's current reality
- Individual and collective listening
- Carefully designed and facilitated workshops
- Open discussion of different experiences
- Exploration of behaviours and relationships
- Identification of strengths and opportunities
- Shared improvement priorities
- Practical recommendations and next-step options

TEAM SOLUTIONS

Team Alignment & Development

BEST FOR

Teams wanting stronger relationships, greater trust, better collaboration and shared understanding.

CLIENT OUTCOME

Greater trust, stronger relationships and more effective collaboration, supported by practical commitments.

WHAT YOU RECEIVE

- Tailored series of facilitated workshops
- Activities grounded in real challenges and priorities
- Exploration of relationships and communication
- Honest conversations supported with care
- Practical trust and collaboration activities
- Shared expectation setting
- Team problem-solving conversations
- Commitments and action planning
- Support to translate learning into practice

TEAM SOLUTIONS

Ways of Working Design

BEST FOR

Teams wanting greater clarity, consistency and sustainable performance.

CLIENT OUTCOME

Clearer expectations, practical habits and agreed ways of working developed with the team.

WHAT YOU RECEIVE

- Review of current ways of working
- Facilitated workshops to explore change
- Team charter development
- Clear expectations and behavioural agreements
- Meeting effectiveness improvements
- More effective collaboration approaches
- Clearer accountability agreements
- Team operating principles
- Practical steps to embed and review habits

WAYS TO ENGAGE

Begin where it will make the greatest difference

Focused Team Workshop

A carefully designed workshop addressing a specific team challenge, conversation or opportunity.

FOCUSED**Team Development Programme**

A connected series of workshops, team conversations and interventions supporting deeper development over time.

CONNECTED**Team Effectiveness Partnership**

An ongoing partnership combining workshops, reflection and practical support for sustainable change.

SUSTAINED

Not sure where to begin? An exploratory conversation can identify the smallest useful next step.

WHY WORK WITH ME

Human connection. Practical insight. Meaningful change.

01 More Than 20 Years' Experience

Supporting leaders, teams and organisations in complex environments.

02 A Behaviour-Focused Approach

Exploring the everyday behaviours, conversations and habits shaping performance.

03 Purposeful Facilitation

Creating honest conversation, shared understanding and practical decisions.

04 Challenge with Care

Balancing thoughtful challenge with trust, respect and support.

05 A Systemic Perspective

Staying curious about wider relationships and organisational conditions.

06 Context Before Content

Making relevant models meaningful in the team's particular context.

07 Capability, Not Dependency

Building confidence and capability that remain after the work ends.

The aim is to create the clarity, relationships and practical ways of working that enable teams to succeed together.

THE VALUE OF TEAM EFFECTIVENESS

Teams can experience:

- ✓ Greater clarity of purpose and priorities
- ✓ Increased trust and openness
- ✓ Better collaboration across differences
- ✓ Simpler and more effective ways of working
- ✓ Greater ability to adapt through change
- ✓ Stronger working relationships
- ✓ More productive conversations
- ✓ Clearer accountability
- ✓ Increased confidence and ownership
- ✓ Improved performance and team experience

Strong teams create the conditions for sustainable organisational success.

A HUMAN WAY TO BEGIN

You do not need to know exactly what the problem is

You may already understand where the team is struggling. You may simply have a sense that things could work better. Both are valid starting points.

An exploratory conversation can help clarify:

- What is happening today
- What is getting in the way
- What is already working well
- What the team needs most
- What meaningful progress would look like

There is no pressure and no expectation. Just an opportunity to think together about what might help.

**LET'S CREATE THE CONDITIONS
FOR TEAMS TO THINK,
COLLABORATE
AND PERFORM
AT THEIR BEST.**



Start a conversation

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Human. Warm. No pressure.

Thoughtful challenge. Untapped potential. Change that lasts.