

— THE 5 PRINCIPLES  
OF POWERFUL TEAMS  
PROGRAMME



**STAR**  
LEADERSHIP

be real • be true • be you

“Not strategy. Not technology.  
It is teamwork that remains the ultimate  
competitive advantage, both because  
it is so powerful and so rare.”

PATRICK LENCIONI



The 5 Principles of Powerful Teams is a 6 month programme of individual and team coaching, psychometrics and stakeholder feedback. The process aligns and focuses teams on developing the high impact skills, attitudes and behaviors that deliver measurable shifts in performance.

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“Teams outperform individuals acting alone or in large organisational groupings, especially when performance requires multiple skills, judgements and experiences”

KATZENBACH & SMITH

## WHAT IS THE CHALLENGE?

In our fast changing world, no single individual has all the answers - excellent individual performance will still be needed – but will not be sufficient. Success requires leadership, engagement and teamwork.

However, we all know that business can be a competitive place where there are often power struggles, politics and hidden agendas. This can make it hard to build trust or create a positive culture of support and collaboration.

What makes the 5 Principles Process different is that it is tailored to your context and culture and facilitated by senior consultants experienced in resolving challenging team dynamics. We shift the ‘soft stuff’ – culture and mindsets and deliver the ‘hard stuff’ - measurable improvement in behavior and performance.



# THE 5 PRINCIPLES OF POWERFUL TEAMS



## ALIGN ON VISION

- What is our unique promise and bold goal?
- What culture and values will enable, or block our vision?

## RAISE AWARENESS

- How do we get brutally honest feedback from colleagues and customers?
- What do psychometric assessments tell us about our strengths, preferences and blindspots?

## LEAD AND COACH

- How do we grow our leaders as multipliers, rather than diminishers of talent?
- How do we flex leadership so that difference is not a problem, but a resource?

## BUILD TRUST

- How do we build safety to have crucial conversations?
- How can we ensure we have each other's backs?

## ENGAGE TO ENERGIZE

- How do we create conditions of flow?
- How do we unlock discretionary effort so people go the extra mile?

## BENEFITS OF THE PROGRAMME



### MEASURABLE

Typically a 5 Principles programme delivers a 130% to 150% improvement in key behaviours (as assessed by the team and its stakeholders).



### TRANSFORMATIVE

The programme grows leadership capability – leaders are often able to move up to a more senior role.



### SUSTAINABLE

By the end of the process, teams have shifted key behaviours and find that trust, accountability and team work have become *'the way we do things around here'*.

GREATER PRODUCTIVITY & HIGHER ENGAGEMENT  
REDUCED ATTRITION OF TALENT

## WHAT OUR CLIENTS HAVE TO SAY

You've helped us create a culture of trust, teamwork and collaboration the business achieved double digit growth ...and I achieved promotion to GM – thank you!

PEPSICO  
GENERAL MANAGER

We've changed the culture – more collaborative, joint problem solving and greater trust – as a result we're accelerating business performance.

HATCH CONSULTING  
DIRECTOR OF INFRASTRUCTURE

Tremendous positive impact on our team culture!

UNILEVER  
COMMUNICATIONS DIRECTOR

## MEET YOUR CONSULTANTS



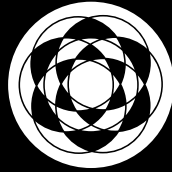
MARK FRASER-GRANT

Expert in leadership, team development and coach training - guiding hundreds of coaches to their accreditation and qualification. Clients include L'Oreal, Mars Group, Nestlé and Nedbank.



RON HYAMS

MA (CAMBRIDGE UNIVERSITY)  
Trained hundreds of leaders at Unilever, Absa and Shell. Lectures at University of Stellenbosch Business School. Clients include BP, E&Y, Naspers, Unilever and Woolworths.



Embedding a culture of emotional safety,  
transparency, authenticity and responsibility  
into your organisation.

## CONTACT US

[info@starleadership.co.za](mailto:info@starleadership.co.za)

074 991 6340

[www.starleadership.co.za](http://www.starleadership.co.za)

