



## Leadership Team Advisory

### Factsheet

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#### Introduction

Most leadership teams do not underperform because individuals lack capability. They tend to struggle when trust, communication and accountability begin to erode.

The consequences appear in their decision making, fragmented execution and declining organisational confidence. The difficulty lies in how the team functions together under sustained commercial pressure, during periods of strategic complexity, or when trust, communication and accountability between senior people begin to affect how the organisation operates.

*Leadership Team Advisory* works with boards and senior leadership teams where the collective performance of the group is not matching the capability of the individuals within it, and where the gap is beginning to affect execution, decision-making, and organisational confidence.

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#### Who This Is For

Boards, ExCo teams, and senior leadership groups in organisations where individual capability is strong and collective performance is inconsistent.

Relevant where leadership alignment is fragile, where communication between functions is breaking down, where trust within the group is declining, or where the team is navigating growth, transition or increased complexity and the existing way of operating is no longer adequate.

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#### What We Address

Bespoke and may include:

- The gap between individual leadership capability and collective team performance
  - Trust, communication, and accountability across the leadership group
  - Leadership alignment and strategic cohesion under pressure
  - Decision-making rhythm and execution consistency
  - Political behaviour, tension avoidance, and their effect on organisational performance
  - Organisational confidence in leadership during periods of change or uncertainty
  - The dynamics between the CEO and the senior team
  - Leadership effectiveness when the team is under sustained commercial or structural pressure
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## Focus Areas

Shaped around the organisation's context and leadership realities these may include:

- Leadership dynamics and team trust
  - Strategic alignment and cohesion
  - Executive communication across the group
  - Accountability and decision-making rhythm
  - Team cohesion under pressure
  - Leadership presence and organisational confidence
  - Navigating tension, conflict and competing agendas
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## Engagement Details

Delivery: In-person, virtual, or hybrid

Scope: Bespoke to context

Availability: Global

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## Client Perspective

"Nis supported our change and performance enhancement programme with the Board and Senior Management.

I can't recommend her highly enough for the impact she brought to our business culture, with her infectious attitude and straight-talking style, which was embraced across the business at all levels."

~ Luke Haggett, Group CFO

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## To find out more

Email: [hello@NisArend.com](mailto:hello@NisArend.com)

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