

Stronger-as-a-Team | Programme Factsheet

Transform your team dynamics and unlock top-tier potential.

Participant profile

Stronger as a Team is designed for leaders seeking to elevate their teams' performance and cohesion. It suits newly formed teams, intact teams looking to refresh performance, functional and cross-functional teams, project teams and geographically dispersed teams.

This programme immerses team members in a high-performance environment. Participants develop self-awareness, understand team dynamics more deeply and co-create solutions that improve collaboration, decision-making and results.

Why this programme exists

Many teams are operationally capable yet struggle to connect, collaborate and consistently perform at their highest level. Misalignment, hidden tensions and unspoken behaviours can quietly erode effectiveness.

Stronger as a Team equips teams to see themselves clearly, understand their impact and work together in ways that are visible, measurable and strategically aligned.

It provides a structured path to strengthen collaboration, elevate communication and embed accountability so teams move from functional to high-performing.

Programme focus areas

The programme begins with a diagnostic phase that uncovers team behaviours, blind spots and hidden personas. Insights from assessments guide a tailored programme that combines workshops, coaching and live interventions to address real challenges and develop actionable solutions.

The journey includes facilitated group sessions, targeted one-to-one coaching, team interventions and practical exercises that develop self-leadership. Every element is evidence-led and tailored to the team's context, ambition and strategic priorities.

Design for Your Team: Evidence-Based and Bespoke

Stronger as a Team is not off-the-shelf. Every session is shaped by diagnostics and insights from the team, their context and organisational priorities. This ensures a highly personalised experience that maximises impact from the first session.

Teams enter the programme with facts to hand, allowing immediate focus on meaningful growth and measurable outcomes.

What changes after this

- Teams develop self-awareness that transforms how they collaborate, communicate and make decisions
- Members adopt a shared language to enhance cohesion, accountability and collective problem-solving
- Individual and collective strengths are identified and leveraged to improve performance and results
- Blind spots and hidden personas are surfaced, increasing effectiveness and synergy
- Teams leave with individual action plans to embed continuous improvement
- Leaders and members alike report greater confidence, clarity and connection in their day-to-day work

Led by Nis Arend

Nis brings decades of experience developing high-performing teams across sectors, combining insight, observation and precise interventions to unlock potential at both individual and collective levels. Her approach is direct, honest and highly personalised, ensuring every participant feels understood and challenged. Nis creates an environment where diverse personalities (from introverted to highly extroverted tendencies) can contribute fully, engage authentically and develop leadership skills that stick.

Clients describe her work as energising, thought-provoking and transformative, noting her ability to create connection, insight and immediate impact even in short sessions. She blends rigorous structure with human understanding, delivering team development that is measurable, tangible and memorable.

Client

"Nis set the tone for our IT Bootcamp, helping a globally distributed team connect, engage and collaborate in ways I had never seen before. By the end of the week, the team had bonded beyond expectations. Nis's session on the first day was the catalyst for these strong relationships." - Linda Copsey, CIO Leader