

HELP YOUR TEAM
THRIVE THROUGH
CHANGE.



THE
INTIME
COLLECTIVE

TEAMFLIX

IS YOUR TEAM STRUGGLING THROUGH CHANGE?

It can be tough to create a positive environment when employees feel **scared. Frustrated. Overwhelmed.** And **unsettled.**

Add to that the usual common challenges which make change even harder to manage.

Are your people **stressed and burnt out**?

Do your teams have **trouble attracting the right people**?

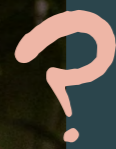
Do your teams **struggle to work well together** especially in hybrid working?

Is **turnover too high**?

Is the **workload too much** to handle?

Do team members feel **disconnected from work—and each other**?

Your team is not alone. But where do you begin to start tackling these challenges?



RELATIONSHIPS

THE FORGOTTEN FACTOR WHEN HELPING TEAMS THROUGH CHANGE...

It's been found that employers who help employees form strong work and personal relationships build a happy and healthy workforce. **And a productive, profitable, growing business.**

THE IMPACT OF STRONG RELATIONSHIPS: THE STATS.



8x MORE ENGAGED AT WORK

(New Economic Foundation, 2014; World Economic Forum, 2010)



64% MORE LIKELY TO STAY FOR THE NEXT FIVE YEARS

(World Economic Forum, 2010)



3x MORE PRODUCTIVE

(Medibank Private, 2005; World Economic Forum, 2010; PwC, 2014)

The good news is... **Cultivating positive relationships is a skill. It can be learned. And fine-tuned with practice over time.**

HOW STRONG ARE THE RELATIONSHIPS IN YOUR TEAM?

Take this quick survey to find out. Choose the number that best lines up with each of the statements. Tally your scores as you go.

	1	2	3	4	5	
1 Our stakeholders are unclear on what we stand for.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	There's strong alignment of values between our team and our stakeholders.
2 There's a bit of duplication, waste of effort and time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	We're clear on priorities: we put collective priorities before our own individual ones.
3 Our learning is focused on the individual person, not the collective team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	We actively seek ways to leverage and optimise team strengths.
4 People are pursuing their own agendas.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	We work enthusiastically together towards shared goals.
5 There's conflict (not the good kind) with stakeholders and disregard for them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	We have strong collaborative relationships with stakeholders.
6 People avoid interfering in each other's 'territory.' Lots of elephants in the room.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	We have a high level of psychological safety and we constantly reflect on what we do.
7 People hoard knowledge and expertise.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	People take active responsibility for supporting each other's development.
8 We don't acknowledge or address issues with quality.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	We respond quickly and effectively to quality issues
9 We're slow to innovate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	We have rapid product and service innovation.
10 There's resistance to change.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	We have a great culture of continuous process improvement.

Total score:

YOUR TEAM'S TOTAL SCORE

0-29: Dysfunctional

There are some areas of dysfunction, but this can change by acting with urgency.

30-39: Functional

The team is functional, but performance can be improved by implementing some simple measures.

40-50: Good-Great

The team is functioning well, and there is an opportunity for it to become great.

YOUR TEAM CAN WORK BETTER TOGETHER WITH STRONGER RELATIONSHIPS.



HELP YOUR TEAM 'REBOOT' THEIR WAY OF THINKING.

Strong relationships help teams ride change more smoothly.
The result = better business outcomes.

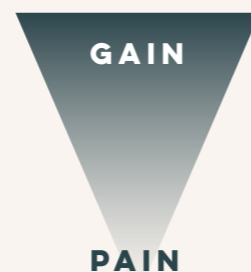
STRONG RELATIONSHIPS WILL ALSO HELP YOUR PEOPLE:

- * Have more **accountability**
- * Increase **productivity** and **performance**
- * Make decisions with more **confidence**
- * **Agree** on team goals
- * Create **better ways** of working
- * Have **more fun** together

**Ultimately:
 work better
 together!**

IMPACT OF TEAM PERFORMANCE:

Team function	Employee experience	Your bottom line
High performing	Positive	\$\$\$
Functional	Moderate	\$\$
Dysfunctional	Difficult	\$ or -\$



The diagram shows how the performance of your team can affect your employee's experience. And your bottom line. High performing teams are more likely to have a positive experience—which carries over to a better bottom line. **What would it do for your team if they could build stronger relationships?**

PRESENTING

TEAMFLIX

LESSONS FROM YOUR FAVOURITE NETFLIX SHOWS
 on how to build **high functioning teams** at work.

IT'S LIKE NETFLIX

...BUT FOR TEAMS.



TEAM PROGRAMS

CHOOSE FROM 4 PROGRAMS
OR LET'S TAILOR ONE TOGETHER.

ONE PAGE, SAME PAGE PROGRAM

Team struggling to focus? People pulling in different directions?

This session will help you create a team development plan to get your team back on track, define team goals and establish best ways of working to succeed together.

What you get: A roadmap that outlines the team strengths, development areas and goals.

Time: Half or full day session options

Includes: Prep materials

Price: \$4,850+

TEAM POWER PROFILE PROGRAM

Team struggling to work together, or adapting to a hybrid environment? Feeling disconnected from work and each other?

This is a great team health check and a starting point to begin team coaching or team conversations. It starts with a 15-20 min questionnaire, which can be widely used in organisations to gain data driven insights into team effectiveness.

Understand what is helping and hindering you in achieving your organisational purpose.

What you get: Administration of evidence based online Team Power Profile (15-20 mins to complete)

Receive a report and insights about your team

Leader will receive 1:1 debrief session with Louise Gilbert

Leader will receive 1:1 coaching preparation with Louise Gilbert to enable team coaching based on results

Time: Half or full day session options

Includes: Prep materials

Price: \$4,950+

TEAM STRENGTH PROGRAM

Is turnover too high? Need to motivate your team to work more effectively?

Identify development areas and develop strengths for the team using evidence based team diagnosis.

What you get:

- 1:1 interviews with all team members
- Administration of evidence based online Team Power Profile (15-20 mins)
- **3 x team coaching sessions** (90mins - <3hrs each) covering:
- **Relationships:** Is there a level of psychological safety where effective communication and healthy conflict can take place with trust and respect?

And your choice of up to two other topics:

- **Purpose & Motivation:** How clear and aligned are the team about what they're there to achieve?
- **External Stakeholders:** How in touch is the team with the processes, systems, structures and stakeholders outside of the team?

- **Internal Workings:** How fit for purpose is the team's current ways of working?
- **Leadership:** Is the leadership approach valued by the team and is leadership effective for this team right now in the current context?
- **Learning:** Is the team in a cycle of learning and growth?
- May include additional diagnostics such as Psychological safety (this provides powerful insights for team leaders and teams who need or want to focus on this key precondition for team effectiveness and wellbeing).
- Leader will receive additional sessions with Louise Gilbert
- Up to two coaches to support the team (dependent on team size)
- Detailed team development plan

Time: Work with the team over 1- 6 month period (Virtual or in person sessions scheduled at regular intervals in line with the team's existing operating rhythm (E.g. monthly))

Price: \$21,500+

THE ULTIMATE TEAM PROGRAM

Team struggling to work together effectively? Is there more work than your teams can handle? Difficulty adapting to organisational change?

This intensive program is designed for teams who are deeply committed to development.

What you get:

What you get:

- Initial benchmarking of team performance and other diagnostic information from the team and stakeholders (using evidence based team diagnostic survey that takes 30 - 45 mins to complete)
- 1:1 interviews with all team members
- Administration of evidence based online Team Power Profile (15-20 mins)
- **6 x team coaching sessions** (90mins - <3hrs each) covering:
- **Relationships:** Is there a level of psychological safety where effective communication and healthy conflict can take place with trust and respect?
- **Purpose & Motivation:** How clear and aligned are the team about what they're there to achieve?

- **External Stakeholders:** How in touch is the team with the processes, systems, structures and stakeholders outside of the team?
- **Internal Workings:** How fit for purpose is the team's current ways of working?
- **Leadership:** Is the leadership approach valued by the team and is leadership effective for this team right now in the current context?
- **Learning:** Is the team in a cycle of learning and growth?
- Midpoint and endpoint diagnostic reviews
- May include additional diagnostics such as Psychological safety (this provides powerful insights for team leaders and teams who need or want to focus on this key precondition for team effectiveness and wellbeing)
- Team development plan

Time: Work with team over 3 - 6 month period

(Virtual or in person sessions scheduled at regular intervals in line with the team's existing operating rhythm (E.g. monthly))

Price: \$35k+

CREATE YOUR OWN TEAM PROGRAM

We'll tailor a program to suit your team's needs. In a timeframe that works best. Within your budget.

WHICH PROGRAM WILL HELP YOUR TEAM THRIVE?

Contact me for a free, no-obligation chat.



Book a consultation online: theintimecollective.com



Email: hello@theintimecollective.com



Call: 0417 066 702

ABOUT THE INTIME COLLECTIVE

After lockdowns and working from home, many people understand the importance of meaningful connections with the people around us.

Including me ...

The pandemic had a huge impact on my relationship with my husband Josh. And our two children, Harrison and Elodie.

I realised **relationships are core to our well-being**. Personal well-being affects professional performance.

This fuelled my purpose and passion to start The Intime Collective. Since 2020, I've guided individuals, teams and leaders to connect and work better together.

Tailored Team Programs

Together we'll equip your people with the mindset and practical tools to build strong relationships. With themselves. And with each other.

So they'll feel more **connected to the work** they're doing. **Empowered** to deliver that work. And **enjoy** the experience.



LOUISE GILBERT

Founder of The Intime Collective and Lead Change Consultant

PEOPLE LOVE THE TEAM PROGRAMS

“Louise was incredibly engaging and energetic. She really understood the needs of our team and enabled us to get the best out of ourselves in a very short amount of time. Her involvement made our team building session very productive.”

“The content was well considered, and the sessions were really engaging. The content was spot on – it was exactly what we were wanting. Louise is a great facilitator and the sessions offer very practical tips and techniques that anyone can apply, both personally and professionally, around what could be done better or differently. It definitely changed my perspective on a couple of things.”

“Louise’s approach allowed the team to talk openly when discussing organisational change. Our session was really helpful and I loved that after reading through our results we were able to collectively brainstorm a plan that was transformative, yet not overwhelming. Louise has a great personality and brought humour to our session and it was truly so relaxed yet engaging the whole time.”




“In just one day of working with Louise, our team gained invaluable insights and actionable feedback on how we can continue to improve all aspects of our business and team performance. Louise’s warmth and investment in ensuring everyone felt safe to contribute was unlike any other consultant we have worked with and was key to our team gaining such clarity, all whilst having a lot of fun.”

“She created a safe and comfortable environment that allowed us to openly discuss our strengths and weaknesses without feeling put on the spot. Louise took the time to thoroughly cover opportunities and prioritise a shared team focus towards an achievable short-term goal. As a result, I left the session feeling confident in our ability to complete it.



I work with organisations who genuinely care about their people. **Because the impact is far greater when we work together.**



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LOUISE GILBERT

Founder & Director

Louise Gilbert

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