



# Team Accelerator

*Executive Brief*

# gravitas Team Accelerator

The Gravitas Team Accelerator is a development framework used in periods of change – perhaps your existing team is facing new situations or a new team has been formed to lead an existing operation. The Team Accelerator is designed to align and energise the team around the new dynamics of the organisation and to give the team real traction. Gravitas approaches this process from two perspectives; the formulation of executable strategy, and the personal preparation of the team to deliver the strategy.

You may be handling some really stimulating dynamics, for example:

- ✦ Aligning a new board or senior team
- ✦ Changing the size and shape of your organisation
- ✦ Developing broader stakeholder engagement
- ✦ Planning for shared or outsourced services
- ✦ Migrating the business towards a possible IPO

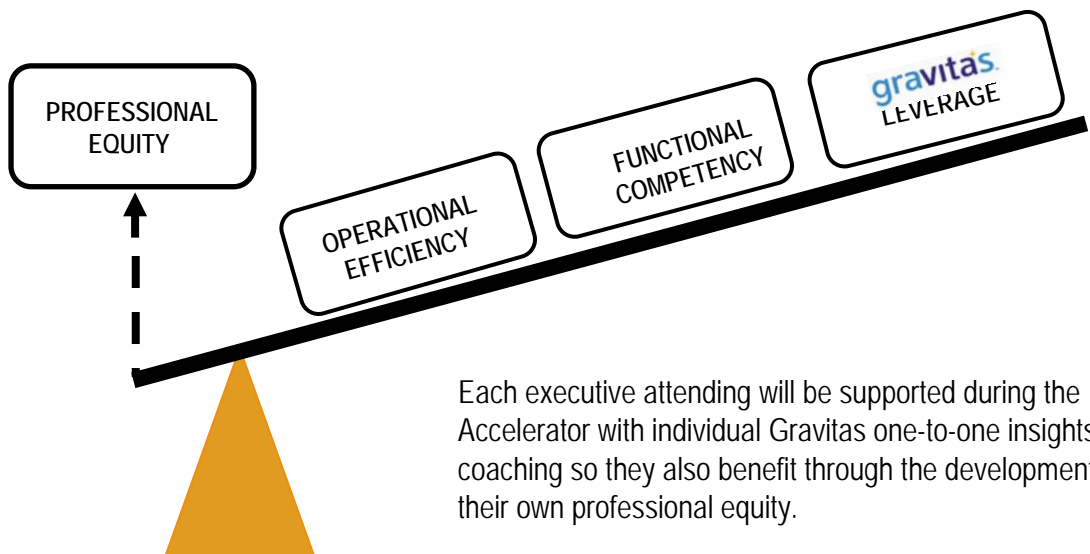
The Accelerator is used for “real” situations. The business challenges we have been asked to support are varied but include; engagement to support teams in planning new organisational design and implementation, strategic planning of newly commercialised operations, defining the real value of an organisation for its clients, launch of a new venture, and re-invention and implementation of organisational objectives and values.

Using a combination of planning support tools and “Professional Equity” development, we guide and coach the team to produce a strategy and implementation plan and ensure that they are personally equipped to deliver it. We use the term “Professional Equity” to describe the extra value an executive delivers above the norm for their peer group.

To be successful requires a really strong “invented here” philosophy so that each member of the team is valued for their input to the strategy and for their output towards the success of the overall team.

Whether the team is an existing or new team, the Gravitas Team Accelerator will help you define your key objectives, the strategy you need and the culture, behaviours and communications to make sure your team is recognised for the results you deliver.

## gravitas Professional Equity Leverage



# Development Structure

## The Process

Each Gravitas Team Accelerator is custom-designed exactly for you and your requirements and the dynamics in which you are operating. The Gravitas director responsible for your delivery will work with you to understand the organisational context and agree the objectives. We then produce a draft Executive Brief for the programme with delivery options. A further session is required to adjust and agree the final brief and then the agreed document is dispatched to the team members for pre-meeting preparation. We produce customised Accelerator materials using your specific situational requirements and run the Accelerator to achieve the agreed outcomes that we have defined together. Each Accelerator is facilitated across one, two or three days to meet individual sponsor requirements. The optimum range of team size participating is 6 – 12.

Typical outcomes may include:-

- ✦ A new or revised strategy with an implementation plan
- ✦ Stakeholder engagement plans
- ✦ New or revised organisation design and implementation plans
- ✦ Operational plans in support of agreed strategic objectives
- ✦ An energised leadership team focused on their part in increasing organisational value

### Typical Programme

| Day 1  | Day 2  |   |
|--|--|---|
| 1. Introduction, Objectives, Programme and Teams                   | 9. Gravitas Leadership Psychology, Insights and Organisational Capabilities                      |   |
| 2. Gravitas 'Professional Equity' – Developing my Value            | 10. Formulating the Leadership Plan - Portfolio, Clients, Comms, Engagement and Key Stakeholders |   |
| 3. Personal Briefing - Professional Life in Context                | 11. Directorate Plan in Detail   | Individual One to One Gravitas Professional Equity and Positioning Coaching |
| 4. Debrief and Individual Feedback – Personal Coaching 1           | 12. Execution Plan in Detail   |   |
| 5. Our Organisation Vision and Futures – Defining Evolved Strategy | 13. Accelerating our Team  |   |
| 6. Executing the Strategy - Key Commercial Plans and Metrics       | 14. Stakeholder Engagement   |   |
| 7. Commercial Planning - Bringing the Strategy to Life             | 15. Present Full Strategy and Execution  |   |
| 8. Rotating Team Feedback and Individual Coaching                  | 16. Full Accelerator Feedback, Next Steps and Close.   |   |

You may already have excellent climate and culture information we can include in planning your Team Accelerator.

Your individual executives participating in the Accelerator will especially appreciate their contribution, and the support they receive, in increasing their own Gravitas professional equity and that of your organisation.



## Gravitas Team Accelerator Executive Sponsor Feedback

“Without exception, everyone on the Accelerator found huge value in attending.”

**Corporate Director, Investment Strategy**

### Contact Us

To find out how we can support you, your team or organisation please contact us:

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We will be delighted to explore with you how we might be able to help and to provide quotations for suitable Gravitas programmes.

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