



Northern  
Value  
Creators



Release...  
ideas  
engagement  
performance

# Unblock the Team

Group coaching for teams who want to  
move forward & do more

confusion



clarity

Not sure where to start or what the priority is?  
We will bring clarity & uncover what's important.

mistrust



engagement

Team feeling disconnected or even distant from  
each other? We'll boost connection & get them  
leaning in.

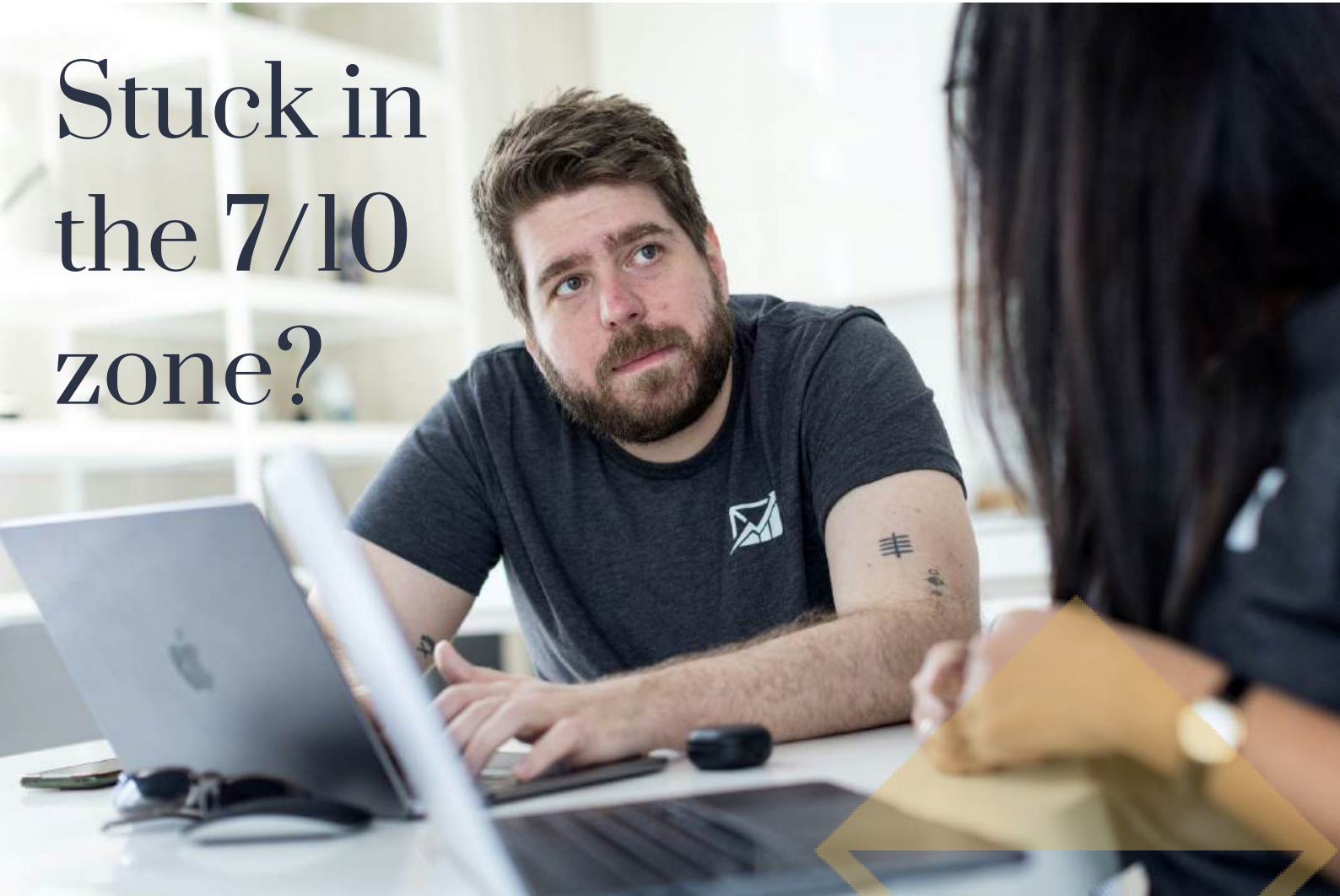
dispute



agreement

Does the team seem stuck in moaning mode; do  
they never agree? We'll help them find common  
ground.

# Stuck in the 7/10 zone?



This is Mike.

He knew his team could be better, but didn't know where to start. Are you like Mike?

On paper Mike's team had it all...

High performing individuals, who were experts in their field, supportive of their colleagues and committed to the vision. But they were not a 10/10 team. Often they were slow to make decisions, worked at cross purposes and failed to galvanise the people around them.

Mike knew it could be better, but didn't know where to start. We gave Mike the breakthrough he was looking for.

# How we'll unblock your team

You and your team get your own coach and over the a few weeks you'll cover:

## Set the scope

Your coach works with you to define what you want to work on, what is it you want to unlock in the team?

## Gather data and build trust

Your coach then crafts a set of questions and conducts insight interviews getting the team thinking differently and sharing their thoughts and ideas.

## The diagnostic

The data gathered is then analysed by your coach who bubbles to the surface the key themes of what's really important when it comes to the challenge you want to tackle.

## Share and explore

The team come together in a specially designed session hosted by your coach, who gets the team talking in brand new ways. The truths gathered are shared and explored in a safe way that creates new ways forward.

## The agreements

The team are then encouraged to find common ground and build a set of agreements and actions to move forward.

## Accountability check in

A few weeks after the team session you'll get back together with your coach to discuss progress against the agreements you've made.

A woman with blonde hair, wearing a blue blazer over a white shirt, is looking thoughtfully at two other women in a meeting. The woman on the right is wearing a dark blue top and has her hand on her chin. The woman on the left has blonde hair and is wearing a dark blue top. The background is a blurred office setting.

# Frustration growing?

## Meet Ashley

Ashley feels like she's going round in circles.

Ashley was feeling increasingly frustrated. Although deadlines were being met, there was often a lot of rework. She'd hoped her direct reports would be stepping up into leadership and yet they increasingly seemed to be stepping backwards. Ashley told us they lack the initiative, failed to do anything unless expressly directed and were regularly circling back to niggles.

Ashley used Northern Value Creators to break the cycle she felt the team was stuck in. We gave people an opportunity to change their conversations and reframe their thinking so they could move forward.

# A different conversation

Do you feel like walking on egg shells every time you try to offer feedback and move individual and or team performance forwards; let our expert coach take the strain.

## More than just a nice chat

We will help your team have the conversations they need in order to move you forward. The team is always asked for their solutions in advance of the retrospective and these are reflected back during your session. You will come away with clarity, shared understanding and an agreed plan for moving forwards.

By reflecting back everyone's views, everyone feels heard and valued. Everyone is involved in the conversation and can hear the range of views and beliefs. People discover their experience may not be 'the experience'. Because the feedback we share is anonymised people don't feel exposed, but do feel their views have been heard. They are often surprised to see that they are the only one or not the only one that feels the way they do.

## Not another boring meeting

We can combine sharing your team's insights with an outdoor walking meeting, with skills development training, or workshop. Our focus is on creating a psychologically safe and high trust space for your team to talk to each other in a way they may never have done before.

# Why unblocking works

Teams can get stuck in habitual ways of working and thinking.  
They don't realise things can be any better.  
Unblocking the team shows them change is possible.

Each member of a team is part of the whole – the way we work becomes entrenched in working practice and because its part of our everyday we stop seeing our bad habits as a problem. Teams can get stuck in habitual ways of working and thinking. We don't realise things can be any better. We are each part of the solution and part of the problem. Like the squeaking hinge you've been meaning to oil.

Our coaches are expert listeners, operating outside of your system. They don't have any preconceptions, they aren't stuck thinking this is just the way it is. They can hear what each person thinks and start to create a collective picture. When all the pieces of the jigsaw come together it is easier to see why the team might be stuck or what misconceptions might be getting in the way of higher performance and outputs.

## No cookie cutter solutions

Each team is unique, we listen to your team and reflect back exactly what is happening in your team. We do not squeeze you into any specific leadership or development model. This is a no-fluff approach to accurately reflect your teams. Think of your insight report being like your teams unique thumb print – the key able to unlock excellence.

# Let's talk about unblocking your team

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