

# Team Development Program

Taking teams to the next level of performance,  
learning and engagement

TripleGoal's Team Development Program is a structured 4–6 month program for intact teams at any level of an organisation, from executive leadership teams to frontline operational teams. It goes beyond team-building exercises to create real, lasting change in how teams think, communicate, and operate together.

Delivered over approximately 20 hours of structured engagement, the program is grounded in one clear purpose: to measurably improve all three elements of the Triple Goal—Great Performance, Great Learning, and a Great Workplace—simultaneously and sustainably.

## WHEN IS THIS PROGRAM MOST EFFECTIVE?

This program is most effective with intact teams who need to shift how they work together day-to-day. It is suitable for teams at any organisational level. It is most effective where teams and organisations want to:

- Lift team performance, alignment, and accountability quickly.
- Strengthen trust, psychological safety, and quality of conversations.
- Improve execution, decision-making, and follow-through.
- Align team behaviours with organisational values and strategy.
- Build high-performing teams through periods of change, growth, or complexity.
- Move beyond values statements to embedding behaviours and rituals that drive results.

*It is particularly powerful where teams are ready to have honest conversations about what is getting in the way of their best work and commit to changing it.*

## The Core Principle

Team behaviour is the single most important driver of team performance, learning, and engagement. This program's sole intention is to identify and reduce the Red Zone behaviours limiting the team's potential, and build the Green Zone practices that unlock it, embedding them permanently into how the team operates.

## BUILT ON WORLD-CLASS RESEARCH AND PRACTICE

The program draws on a unique integration of world-class team and leadership research, behavioural science, and decades of applied practice:

- Google's Project Aristotle, landmark research on what makes teams effective
- Patrick Lencioni's The Five Dysfunctions of a Team
- Edwin Friedman's work on leadership in anxious systems
- Kegan's adult development theory and Deliberately Developmental Culture framework (Harvard)
- Immunity to Change framework (Kegan & Lahey, Harvard)
- Kouzes & Posner's globally recognised leadership research, The Leadership Challenge
- TripleGoal's own data and insights from 20+ years of global team and organisational practice

At the core of the program is the Team Growth Assessment, an evidence-based diagnostic that measures a team's alignment, behavioural patterns, and effectiveness across the Triple Goal. This enables teams to clearly identify the Red Zone behaviours limiting performance and the Green Zone practices required to unlock it.

## THE APPROACH

The Team Development Program provides a structured, practical process for improving how teams operate together in real work. Rather than presenting insights and hoping they transfer, it uses a tightly integrated combination of tools and processes that drive genuine, embedded behavioural change:

- Team Growth Assessment (pre and post), evidence-based diagnostic with individual and collective reports
- Facilitated team workshops and review sessions
- Digital learning modules and guided workbook activities
- Practical team rituals and accountability systems
- Ongoing feedback and review processes
- TripleGoal's advanced Immunity to Change Matrix to surface hidden team derailers

New behaviours are not just discussed—they are embedded into the team's daily ways of working through structured rituals that persist long after the program concludes.



# PROGRAM STRUCTURE: FIVE PHASES

The program combines an initial diagnostic phase with four structured modules, ensuring that insight, alignment, and behavioural change are progressively built and embedded over 4–6 months.

## 1. Diagnose & Align

Teams gain insight into their current dynamics through the Team Growth Assessment, identifying strengths, gaps, and levels of alignment to goals, values, and constructive ways of working. This creates a shared, evidence-based starting point for the program.

## 2. Align Purpose & Priorities

The team aligns on vision, goals, and individual roles, ensuring clarity on priorities, contribution, and what success looks like. This establishes a clear performance framework and shared expectations that enable stronger ownership and accountability.

## 3. Identify Behavioural Patterns

Teams identify the specific Red Zone behaviours limiting trust, accountability, and execution — such as avoidance, defensiveness, or lack of ownership — and define the Green Zone practices required to lift performance. This creates a clear behavioural map for how the team needs to operate differently.

## 4. Build Team Rituals & Accountability

Teams design and implement practical rituals that address Red Zone behaviours and embed Green Zone practices into daily work, including feedback, accountability, and continuous improvement. These rituals ensure teams consistently strengthen trust and performance over time.

## 5. Embed, Refine & Sustain

Teams refine their practices, strengthen feedback capability, and establish ongoing rituals and review processes to ensure sustained performance, learning, and engagement. The rituals and capabilities built during the program become permanently embedded into the team's operating rhythms.

# THE PROCESS MAP

The program is delivered across a kickoff session and four structured modules over 4–6 months with a gap of 4–6 weeks between module meetings. Each module combines self-paced digital learning and workbook activities with a facilitated group review meeting totalling approximately 20 hours of structured engagement per team.

Program Step	What It Involves	Time
<b>Program Kickoff</b> <i>Assessment &amp; Orientation</i>	The team completes the Team Growth Assessment (pre-program). A facilitated kickoff meeting introduces the program structure, explores the Triple Goal, and debriefs the assessment report. The team identifies initial Red and Green Zone patterns and aligns on the program journey ahead.	<b>~2 hours</b>
<b>Module 1</b> <i>Vision &amp; Objectives Alignment</i>	Digital learning followed by a 4-hour facilitated review meeting. The team aligns on shared vision, goals, and individual roles. Leaders connect their personal contribution to the overarching team purpose, establishing a clear performance framework and shared expectations.	<b>~5 hours</b>
<b>Module 2</b> <i>Red &amp; Green Zone Behaviours</i>	Digital learning followed by a 4-hour facilitated review meeting. Teams identify the specific Red Zone behaviours limiting trust, accountability, and execution, and define the Green Zone practices required to lift performance. A clear behavioural map is created for how the team needs to operate differently.	<b>~5.5 hours</b>
<b>Module 3</b> <i>Team OBP &amp; Personal Growth</i>	Digital learning followed by a 4-hour facilitated review meeting. Teams explore the underlying derailers driving Red Zone patterns using the Immunity to Change framework. Each team member and the team collectively designs a One Big Practice (OBP) and a practical accountability ritual for ongoing growth.	<b>~5.5 hours</b>
<b>Module 4</b> <i>Practice, Growth &amp; Feedback</i>	Digital learning followed by the team's first live ritual (coach-observed) and a 4-hour review meeting. Teams refine their practices, embed self-awareness and objective feedback skills, and establish the ongoing rituals and review processes that sustain performance, learning, and engagement beyond the program.	<b>~5.5 hours</b>
<b>Module 3</b> <i>Team OBP &amp; Personal Growth</i>	The team re-completes the Team Growth Assessment. Results are compared with the baseline to measure behavioural shifts and Triple Goal improvements. The team commits to ongoing rituals and practices to sustain the transformation.	<b>~0.5 hours</b>

*Between modules, teams practise their agreed rituals and Green Zone commitments, building new habits into real work rather than waiting for the next session.*

## PROGRAM OUTCOMES

Upon completion of the program, teams can expect:

- Clear collective alignment to team purpose, goals, and individual contributions.
- Growth in honesty, trust, psychological safety, respect, accountability, and inclusion.
- Defined Green Zone behaviours promoting performance, learning, and engagement.
- Shared understanding of the Red Zone behaviours that previously undermined the team.
- Embedded team accountability rituals that make it easier to build cohesion and sustain results.
- Accelerated team learning and a positive impact on team members' engagement and wellbeing.

## WHAT OUR CLIENTS SAY

*"The Team Development Program uncovered the challenges that had been holding us back, enabling honest conversations that are truly transforming our team. We now have a clear vision of the culture we need to sustain great performance, continuous learning, and a workplace where people thrive."*

**George Lillis** — Head of Regulatory Affairs, Novartis Australia

*"The team process and program are brilliant. The best I have ever seen. The approach is centered on truly changing actual behaviour throughout the entire company, which in turn improves performance, innovation, and workplace engagement. Not only have we grown as a leadership team, but we have also become better people — more internally aligned, more compassionate, and more effective."*

**Soeren Brogaard** — CEO, Trackunit

*"This experience has been the anchor of our transformational work as leaders — not only as individuals but as a collective executive team. What we learned is that without facing ourselves, there is no personal change. Without personal change, there is no leadership, team, or organisational change."*

**Nathalie McNeil** — Former Director of Human Resources, Novartis Australia

## THE IMPACT

This program is designed to deliver measurable outcomes across all three dimensions of the Triple Goal. By embedding new team behaviours and rituals, teams create sustained improvements in how they work together—not just during the program, but long after it concludes.

### ★ Great Performance

#### Clearer execution

Sharper priorities, stronger accountability, and measurable improvement in how the team delivers.

### ★ Great Learning

#### Faster improvement

Better feedback loops, improved collaboration, continuous learning, and greater team adaptability.

### ★ A Great Workplace

#### Higher trust

Greater psychological safety, stronger relationships, higher engagement, and increased team cohesion.

See client case studies and measurable program outcomes at [www.triplegoal.com/clients](http://www.triplegoal.com/clients).

## IN SUMMARY

The Team Development Program is not a team-building exercise. It is a disciplined, evidence-based approach to transforming how teams operate and is designed to deliver meaningful, measurable change in a short timeframe.

It combines world-class research, deep behavioural insight, and practical application in real work to help teams achieve what matters most: Great Performance, Great Learning, and a Great Workplace together.

## START THE CONVERSATION

If you're ready to explore how this work could be applied in your organisation or team, the next step is a simple conversation.

**This is a focused discussion to explore:**

- What application could look like in your specific context.
- Where to start for maximum leverage.
- What scope and sequencing would make sense.

There is no preparation required.

[Schedule a Conversation to Discuss Your Team Needs](#)

Scan the QR code to book a time that suits you:

