

TEAM OPERATING CULTURE

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CAPABLE PEOPLE DO NOT AUTOMATICALLY BECOME A HIGH-PERFORMING TEAM.

A five-session working journey for intact teams and leadership teams that need stronger alignment, healthier conversations and more consistent execution.

IDEAL FOR

Intact teams, leadership teams and cross-functional teams

CORE FORMAT

5 connected half-day working sessions

TYPICAL RHYTHM

Sessions spaced around two weeks apart

WHERE PERFORMANCE BEGINS TO BREAK

01 Priorities are interpreted differently

02 Roles and decision rights remain unclear

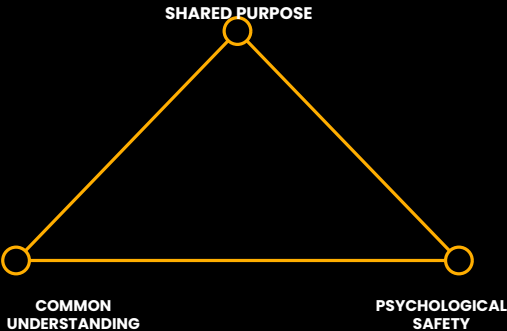
03 Important conversations are avoided

04 Meetings create activity, not ownership

05 Trust weakens under pressure

06 Commitments lose momentum after the meeting

THE CONDITIONS FOR SHARED EXECUTION



WHAT THE TEAM NEEDS

- A clear reason to work together.
- A shared understanding of priorities, roles and decisions.
- Enough safety to challenge, speak up and learn.

THE INTENDED SHIFT

FROM INDIVIDUAL EFFORT TO SHARED EXECUTION.

The aim is not team building. It is a practical shift in how the team operates every day.

THE PROGRAMME ARCHITECTURE

CHANGE THE WAY THE TEAM OPERATES – NOT ONLY WHAT IT KNOWS.

Each session develops one layer of the team system, then creates time for application before the team returns to reflect and refine.

LEARNING BY DOING

WE DON'T NEED MORE KNOWLEDGE. WE NEED BETTER DAILY HABITS.

30%

CONCEPTS & MINDSET

30%

PRACTICAL TOOLS

30%

HANDS-ON PRACTICE

10%

REFLECTION & COMMITMENT

FIVE CONNECTED SHIFTS

01

SELF

TEAM FOUNDATIONS & SHARED PURPOSE

Agency, purpose and values translated into observable team behaviours.

TANGIBLE OUTPUT

Team Culture Map

02

RELATIONSHIPS

COMMUNICATION & TRUST

Active listening, DISC, trust, psychological safety and explicit communication norms.

TANGIBLE OUTPUT

Communication Agreement

03

CONVERSATIONS

FEEDBACK & ACCOUNTABILITY

Appreciation, coaching, evaluation clarity, COLIN and courageous conversations.

TANGIBLE OUTPUT

Feedback Charter

04

TEAM

ALIGNMENT, ROLES & DECISIONS

Shared understanding, ownership, decision rights and responsible challenge.

TANGIBLE OUTPUT

Roles & Decision Map

05

SYSTEM

THE TEAM OPERATING SYSTEM

Priorities, meeting disciplines, KPIs, operating rhythms and follow-through.

TANGIBLE OUTPUT

90-Day Activation Plan

HOW PROGRESS BECOMES VISIBLE

Pre-journey pulse | Behaviour commitments | Workplace application | Final activation plan

Sessions are spaced approximately two weeks apart so participants can apply one habit, gather evidence and return ready to reflect and refine.

WHAT SHOULD BEGIN TO CHANGE AT WORK

Clearer ownership and expectations

More candid, healthier conversations

Better meetings and clearer decisions

Stronger action closure



FACILITATED BY

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LET'S IDENTIFY THE PERFORMANCE SHIFT THAT MATTERS MOST.

Discovery conversation | Tailored Team Operating Culture proposal

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