

Team Culture & Performance

Shift team behaviors and practices that strengthen execution.



Develop Culture that
Drives Performance

Performant Group

Our mission is to build **high-impact, engaged teams** that deliver measurable performance.

We do this by strengthening **culture**, accelerating **practical behaviors**, and creating **genuine ownership** at every level, in days and weeks, not years.





Organizational Maturity Map

Understand where your organization stands today.

Level 1 — Foundations

Teams collaborate with good intent but inconsistent behaviours.

Level 2 — Emerging Culture

Early shared practices are forming, but adoption is uneven across teams.

Level 3 — Structured Teaming

Leadership bottlenecks emerge as expectations and workloads increase.

Level 4 — Connected Performance

Teams align faster and collaborate across functions using shared practices.

Level 5 — Organizational Alignment

Teams, leaders, and strategy operate as one. The organization adapts quickly and performs consistently.



Performant Capability Ladder

A clear pathway to develop teams, leaders, and the organization.

Level 1 — Teambuilding with Purpose

Build trust, connection, and a shared team culture.

Level 2 — Team Culture & Performance

Shift team behaviors and practices that strengthen execution.

Level 3 — Leadership Support

Reduce the leadership bottleneck by strengthening first-line and mid-level leaders.

Level 4 — ROI Team Transformation

Scale culture and performance across teams, functions, and business units.

Level 5 — Organizational Culture & Performance

Align the entire organization around teams and a unified way of working.



Roman Goossens
Head of Investments & Assets
CERN Pension Fund

“The workshop had a **real impact** on our team. It improved our communication, helped us understand each other’s strengths, and gave us **practical ways to work better together**.

The one-on-one follow-ups were especially valuable. Each of us walked away with **clear, actionable steps** for our own development.

It not only **strengthened our team dynamic** but also boosted our confidence in how we collaborate.”

HIGHLY EFFECTIVE TEAMBUILDING



The silent struggle of teams

Developing your team may seem expensive. Now imagine the cost **when you don't.**



When team dynamics are overlooked, motivation fades and **good people move on.**

It's not about more training.
It's about developing transferable skills, **relevant to the workplace.**



Stop reacting, start developing

Engaging, practical, and impactful, our Team Culture & Performance programs focus on six essential skill areas that **drive workplace success**.

Whether through a foundational **Team Dynamics workshop** or a **progressive skill-building program**, teams enhance collaboration and develop practical skills they can immediately apply to improve performance.

Click below to explore the six core skill areas.

Collaboration & Team Cohesion

Interpersonal Skills & Communication

Problem-Solving & Critical Thinking

Accountability & Delivering results

Team Leadership & Followership

Agility & Continuous Improvement



Collaboration & Team Cohesion

These activities immerse teams in challenges that build trust, adaptability, and shared ownership. Role rotation promotes empathy and encourages a broader perspective, while communication constraints sharpen clarity and collaboration, especially under pressure. Structured reflections at the end of each activity ensure that insights are captured and applied, helping teams translate their experiences into lasting improvements in cohesion and collaborative effectiveness.



trusting your team



respecting individual input



working with constraints

Skills & Behaviors / Learning Outcomes:

- ✓ Build trust and promote open communication within the team
- ✓ Foster a sense of shared ownership and accountability
- ✓ Support others by valuing diverse perspectives and contributions
- ✓ Collaborate effectively to achieve team goals
- ✓ Resolve conflicts constructively to maintain a positive team dynamic



Interpersonal Skills & Communication

These activities build communication agility by placing team members in dynamic situations that require clarity, listening, and mutual understanding. They surface unspoken assumptions, strengthen interpersonal awareness, and develop the ability to express key points briefly and with impact. Teams leave with sharper communication instincts and a deeper appreciation for how their words influence others.



coordinating a team



building team engagement



communicating effectively

Learning Outcomes:

- ✓ Communicate with clarity and precision
- ✓ Listen actively and respond with intent
- ✓ Adjust communication based on emotional cues (Social Awareness – EQ Stage 3)
- ✓ Express empathy through language and behavior
- ✓ Recognize and address interpersonal tension



Problem-Solving & Critical Thinking

These activities challenge teams with complex, real-world problems that require creative solutions, analytical thinking, and strategic decision-making. By working through puzzles and scenarios, teams develop their ability to break down issues, evaluate multiple perspectives, and make informed choices under pressure. Structured debriefs at the end ensure that key insights are applied to future problem-solving efforts, driving tangible improvements in team effectiveness.



planning outcomes



overcoming constraints



improving awareness

Learning Outcomes:

- ✓ Break down problems into manageable parts
- ✓ Evaluate multiple solutions and select the best approach
- ✓ Approach challenges with creativity and an open mind
- ✓ Use data and evidence to guide decisions
- ✓ Reflect on outcomes to improve problem-solving strategies



Accountability & Delivering results

These activities emphasize personal and collective accountability by setting clear goals and measurable outcomes. Teams are challenged to take ownership of their tasks and deliver results within a set timeframe, fostering a sense of responsibility and commitment. Regular check-ins and post-activity reflections help reinforce the importance of follow-through, ensuring that each team member understands how their contributions impact the overall success.



ensuring quality



achieving team focus



overcoming obstacles

Learning Outcomes:

- ✓ Take ownership of tasks and responsibilities
- ✓ Set clear goals and follow through to completion
- ✓ Prioritize actions to meet deadlines and expectations
- ✓ Communicate progress and challenges openly
- ✓ Reflect on outcomes to improve future performance



Team Leadership & Followership

These activities focus on balancing leadership and followership roles, helping teams navigate the dynamics of guiding and supporting one another. Team members take turns leading tasks, making decisions, and supporting their peers, which fosters mutual respect and enhances leadership skills. By encouraging both leadership and followership in equal measure, teams build trust, enhance collaboration, and ensure that leadership is shared and effective across all levels.



leading by example



acknowledging mistakes



adopting team behaviors

Learning Outcomes:

- ✓ Lead by example and inspire others to take action
- ✓ Support team members by actively listening and providing guidance
- ✓ Adapt leadership style to the needs of the team
- ✓ Follow through on commitments and encourage others to do the same
- ✓ Balance leadership and followership to ensure team success



Agility & Continuous Improvement

These activities promote adaptability by encouraging teams to respond quickly to changing circumstances and embrace ongoing learning. Teams are challenged to pivot, reassess, and refine their approaches in real-time, fostering a culture of flexibility and improvement. By reflecting on successes and setbacks alike, teams develop a mindset of continuous growth, ensuring they remain resilient and capable of evolving with new challenges.



supporting team diversity



improving processes



evaluating alternatives

Learning Outcomes:

- ✓ Adapt quickly to changing circumstances and new information
- ✓ Embrace feedback and use it to improve performance
- ✓ Continuously seek ways to optimize processes and outcomes
- ✓ Experiment with new approaches and learn from successes and setbacks
- ✓ Foster a growth mindset and encourage learning within the team



Practical Tools

Belbin® Team Roles enables participants to recognize their preferred team roles, based on their natural behavioral tendencies—distinct from their functional job roles—and understand how these roles impact team effectiveness. Through a pre-workshop report and hands-on activities, participants explore the 9 team roles, gain self-awareness, and apply their unique strengths in collaborative scenarios to enhance team performance.



The **DISC® model** helps participants understand and observe different behavioral styles, and how these styles influence the way we communicate. Through a pre-workshop (optional) assessment and interactive exercises, participants explore the four DISC styles (Dominance, Influence, Steadiness, and Conscientiousness), build self-awareness, observational skills to connect more effectively with others.



The **Alignment Framework** builds the capability to align “left-brain” rational strategy actions with “right-brain” emotional culture behaviors, we call this Performance Intelligence™. It’s when the hard, logical, analytical, scientific activities are aligned with the softer but more creative activities which are also responsible for people’s values, practices and behaviors. It’s when people lead by example, inspire with humility, act with emotional intelligence, follow process and recognize others for doing things right.



Team Culture & Performance



Meet the partners



Clement Cohen built a \$275 million enterprise across 35 countries in six years. As Global COO, he founded a corporate university and developed the ROI Teambuilding program, transforming entire departments. Previously, he served as Chief Strategy Officer at an innovation-focused NGO and specialized in turnarounds. A Chartered Engineer with postgraduate degrees in management. Clement speaks English, German, Spanish, and French.



Tatiana Matveeva has 19 years of experience in multinational corporations like Pepsi and Japan Tobacco International, where she served as Global Director of Leadership Development. She holds a Master's in Education and Linguistics and is an accredited mediator, coach, and project manager. Tatiana has worked across Canada, Germany, and Switzerland, serving clients from over 100 nationalities. Tatiana speaks Russian, English, and French.



Jeroen Tholen has 20 years of experience in hospitality, construction, and corporate events across three continents. Passionate about outdoor learning, he is EU-certified to conduct safe corporate experiences. His expertise lies in behavioral psychology-driven workshops. Holding BAs in Sports Management and Hospitality, he is an accredited team coach and facilitator in collective intelligence. Jeroen speaks Dutch, English, and French.



For further information and questions:

+41 79 964 89 79

jtholen@performantgroup.com



Simply email or call us for an informal chat

