



Aristotle famously observed that excellence is not an act but a habit. The same is true of teams. High performance is not created by a single strategy, initiative, or leader. It emerges from the habits, norms, and behaviors that teams practice every day. In other words, their culture. This workshop draws on the dynamics of elite crews and the latest research on superteams to reveal the hidden architecture of high-performing teams. Participants will explore the five forces that shape team performance and walk away with practical tools to strengthen each one. The result is a team culture shaped by design, not by accident.

### Participants will learn to:

- Conduct a metaphor audit to uncover the language shaping their team culture and introduce new metaphors that drive positive change.
- Craft a purpose statement that genuinely unites and propels the team.
- Design and run smart experiments that build a team culture of courage and innovation.
- Build a conflict playbook that transforms disagreement from a burden into a boon.
- Use practical appreciation tools to deepen trust and strengthen team connection.

“ I like that the workshop included specific examples to riff off of and takeaways to remember. I also appreciated the pacing and organization of the workshop. I thought the material (from the orchestra metaphor to the highlighted quotes) was interesting and applicable. ”

“ This training provided a valuable opportunity for my team to delve into the key factors that shape our identity and behavior. I appreciated the chance to move beyond the surface and engage in meaningful exploration of how we can continue to improve as a team. ”



Research shows that 85% of workers report feeling unable to raise an issue or concern with their bosses, even when they believe the issue is important. Apprehension stymies innovation, progress, learning, and growth. In this workshop, we introduce the concept of psychological safety and give leaders tools designed to encourage their team to speak up, share ideas, give feedback, and admit mistakes. We'll explore what leaders can do to set expectations, provide motivation, model behavior, set up team norms, and destigmatize failure. Participants will leave this workshop with the tools to create brave spaces and bring out the best in their team.

### Participants will learn to:

- Communicate the expectation of speaking up
- Motivate team members to speak up in a complex work environment
- Ask questions that foster psychological safety
- Identify listening blockers
- Utilize NextArrow's four-step listening method
- Craft their own failure philosophy
- Normalize their outlook on failure (e.g., interviews, onboarding, 1-2-1s, and meetings)
- Take ownership of their own mistakes
- Ask for feedback effectively
- Share developmental goals with their team



A super creative and useful workshop that taught me how to be conscious about my listening blockers.



Overall, a top-notch workshop that I'd highly recommend to anyone looking to develop their leadership skills and team dynamics.





Heraclitus once said, “The only constant in life is change.” Few insights resonate more with the modern work experience. Every day, teams and organizations face shifting priorities, new tools, evolving expectations, and pressures to adapt faster than ever. Yet many of us still struggle with change. We resist it, avoid it, or hope it simply passes us by. This workshop gives leaders the tools to minimize the threat of change and maximize its opportunities. Participants will learn to involve key stakeholders, offer meaningful choices, communicate a clear vision, engineer early wins, and build their team’s capacity for change. Learners will walk away better equipped to build a team that adapts quickly, learns continuously, and stays strong through uncertainty.

### Participants will learn to:

- Conduct a listening tour and avoid common pitfalls
- Give meaningful autonomy during periods of change
- Communicate clearly what will and will not change
- Introduce practices that increase hope during change
- Select a value that strengthens their team’s capacity for change

“A great reminder that successful change is about more than the change itself. It's about the process of navigating it, setting it up effectively, and creating the conditions for success from the start.”

“The workshop provided practical tools and frameworks for leading change, including strategies such as offering choice, celebrating wins, and minimizing unnecessary disruption.”

“I appreciated the opportunity to brainstorm approaches to managing change and to learn from others through discussions. The workshop felt inclusive and encouraged participation from everyone.”