

A Strong Start

Leadership Assimilation and Team Formation

When a leader joins a team or takes on a wider role, both the leader and the team may come in with questions, expectations and assumptions.

This facilitated process creates a structured and psychologically safe conversation about how the leader and team can work well together. Participants surface their observations, expectations, clarify ways of working and create practical agreements for the next stage of their work.

Who it is for

- Newly appointed leaders
- Leaders taking over an existing team
- Leaders moving into a wider role
- Newly formed teams
- Teams resetting their working relationships
- Teams navigating a significant transition

How participants will learn

The leader and team take part in structured individual reflection, small-group discussions and a facilitated dialogue.

They experience what becomes possible when expectations are surfaced and heard, then translate the conversation into practical working norms.

Learning outcomes

By the end of the intervention, the leader and team will be better able to:

- Surface questions, expectations and assumptions that may otherwise remain unspoken.
- Understand what the team needs from the leader and what the leader needs from the team.
- Clarify priorities, expectations and preferred ways of working.
- Agree practical team norms for communication, decision-making and working together.
- Build a stronger foundation of trust, clarity and shared responsibility for the next stage of the team's work.

All facilitated segments are highly customised and may include segments that involve 360 feedback, team visioning, alignment of values and norms, understanding of team differences and discussion on strategic priorities/ OKRs as with any new team launches.

The Fernestra approach

Fernestra creates structure and psychological safety for the questions that often stay unspoken to be surfaced early. The aim is for greater clarity, trust and practical agreements that the leader and team can carry into their work.

Grounded in real work

The aim is for learning to travel back into the workplace. Where possible, participants work with real situations, reflect on what they are noticing and leave with practical actions, conversations or experiments they can apply after the session.

Fees

S\$4,800 for an intact team of up to 15 participants for a one-day workshop.

Interested in this programme?

Talk to Fernestra about your team, context and what you would like to achieve.

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