



LEADERSHIP

Top Team
Development

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A business cannot out-perform its top team.

When your senior team is aligned, decisive, and leading as one - strategy moves, accountability sticks and results follow. When they're not? Progress stalls. Tension rises. Energy drains.

High-performing teams don't happen by accident. They're built.

How top teams make or break performance.

40%

Of senior leaders' time is wasted due to unclear decision-making and poor coordination.¹

27%

Faster innovation in teams with strong trust and collaboration.²

25%

Gains in strategic alignment and execution through targeted top team development.³

30%

Of profitability is driven by the caliber of the top team.⁴

No trust falls. No ropes courses. No time-draining retreats.

We take a clear-eyed look at how your team operates using a science-backed model of high-performing teams to uncover what's getting in the way.

Then we roll up our sleeves and work alongside you to fix it - all while tackling the real-world business challenges you face.

- ¹ McKinsey & Co, 2020
- ² State of Teams Survey, 2023
- ³ Russell Reynolds, 2023
- ⁴ Mackey, A. Strategic Management Journal, 2008



"They brought the data, the structure, the roadmap and the empathy. We were finally able to have the conversations we'd been avoiding and break out of our siloes to lead as one team."

Group HR Leader,
UK Financial Services Firm

Select clients include:



Booz | Allen | Hamilton



The 4 Real Problems That Hold Senior Teams Back.

Decades of research - from McKinsey, Google, Harvard, and others - confirms what we see every day in our work with senior teams: the biggest risks to performance aren't technical. They're behavioral.

1. We act like separate teams - not one leadership team.

Silos dominate. Leaders prioritize their functions, not the enterprise.

How We Help

We guide your senior team to lead as a true "first team": - with a clear vision, shared purpose, mutual accountability, and the cohesion to drive enterprise-wide results.

2. We're not aligned - and everyone feels it.

Competing priorities, mixed messages to the organization, unclear success measures, friction across teams.

How We Help

We help your team get aligned: on strategy, priorities, and how you'll work together, so everyone is pulling in the same direction and the business can actually move.

3. People are holding back - no-one's saying what they really think.

There's artificial harmony. But the hard issues stay below the surface. Tension builds. Progress stalls.

How We Help

We help create the conditions for real dialogue, stronger trust and the psychological safety your team needs to confront the hard decisions and have the tough conversations - and move forward.

4. Decisions are slow. Ownership is unclear.

Meetings that go in circles, decisions revisited, poor follow-through, finger-pointing when things go wrong.

How We Help

We help your team sharpen decision-making, clarify ownership and build the operating rhythm that turns alignment into real, sustained momentum.

The ORL Difference.

We bring the rigor - data, evidence, and real-world benchmarking.

And we also bring the human side - candid dialogue, grounded perspective, and the composure to navigate high-stakes conversations with clarity and care.

We make it real, business-relevant and actionable so your team can do its best work together.



1. Assess

We benchmark your team's effectiveness against 3,000 global teams and get an objective view of where you're strong - and where the cracks are starting to show that are getting in the way of high performance.



2. Design

With the data in hand, we build a team development plan. It's targeted, business-relevant and designed to help you operate as a true 'first team' - with clarity, trust and real commitment to one another.



3. Align

We help your team tackle the patterns that quietly drag performance down: lack of trust, unclear decision-making, weak accountability, getting stuck in the weeds - while tackling the real business challenges on your plate.



4. Perform

The result? A leadership team that shows up for each other, tackles tough strategic issues, that feels good to be part of, makes the hard calls - and drives the business forward.

"What I appreciated was the focus on improving performance over 'team building'. It was a serious reset that changed the way we operate."

VP Group HR,
Financial Services Firm

1. McKinsey & Co, 2023
2. Google, Project Aristotle
3. Bain and Company, 2022

Produced by Designworks.

2x

Senior leadership teams with strong alignment and trust are twice as likely to deliver high performance.¹

#1

The top predictor of executive team effectiveness is trust and psychological safety.²

50%

Companies with clear senior team decision-making are 50% more agile and resilient in disruption.³

Take the first step to a stronger first team.

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