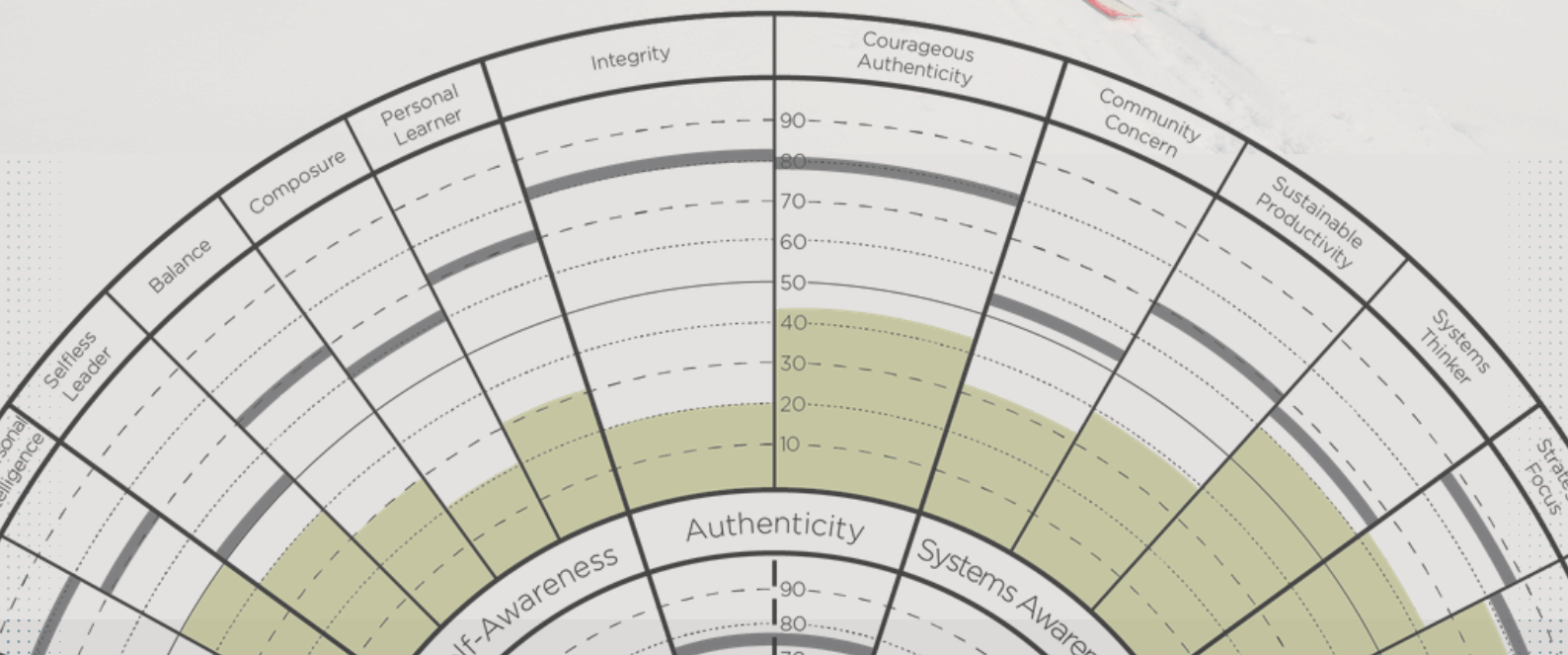


What grows faster? The complexity of your environment,  
or the capacity of your leadership?

# SUMMIT LEADERSHIP



## CREATIVE



LCP imagery courtesy of Leadership Circle®, all rights reserved. For more information visit [www.leadershipcircle.com](http://www.leadershipcircle.com)



## The tool that shows you not just what you do — but why.

The pace of change isn't slowing. Neither is the pressure on leaders to respond — not just react.

Most leadership tools measure what leaders do. The Leadership Circle Profile™ goes deeper: it maps the internal beliefs and assumptions that drive behaviour.

What's working.

What's holding you back.

What it will take to lead at the next level.

The LCP Portfolio offers **two complementary lenses** — one that measures the individual leader, one that mirrors the collective culture. The following pages show you both.

Together, they don't just identify gaps. They create the conditions for **real, lasting leadership shift.**

The following pages show you how.

LCP imagery courtesy of Leadership Circle®, all rights reserved. For more information visit [www.leadershipcircle.com](http://www.leadershipcircle.com)

# The Leadership Circle™ Profile Portfolio

Our Leadership Circle Profile Executive Portfolio partners with executives and their teams to measure, explore and develop their future leadership. Individually and together.



## Our Leadership Circle™ Executive Solutions

### Leader Coaching

A 360° assessment and personalised coaching journey — from blind spots to intentional leadership.

### Team Coaching

Systemic coaching that addresses what's happening in the room — not just who's in it.

### Leadership Circle Profile Team Experiences

From individual profiles to collective insight — leadership that improves as a system.

Every leadership challenge has a systemic root. We help you find it — and shift it.

# LCP™ Leader Coaching: Stop reacting. Start leading.

Working with a certified TeamInQ coach, you move through a structured process: prepare, assess, gather 360° input, debrief in depth, and build a concrete development plan. Not a generic one — yours.

## What shifts:

- You see your reactive tendencies clearly, many for the first time
- You understand what drives them, not just what they look like
- You leave with a targeted plan to lead more creatively, more intentionally, under pressure

Leaders who engage seriously with the LCP don't just grow as individuals. Their teams feel it too.

Our coaching process:



What if your biggest leadership obstacle is invisible to you?

The LCP isn't a feedback report. It's a mirror. One that shows you how others experience your leadership, and why the patterns that got you here may be the ones limiting what's next.



# TEAM COACHING



## Build TQ: collective intelligence for your teams

### Performance isn't accidental. It's systemic.

In a world of relentless change and mounting complexity, it's not enough to have talented individuals. What matters is how they function as a system — how trust is built and broken, how conflict moves or stalls, how leadership is shared or hoarded.

Our team coaching is grounded in Organisation & Relationship Systems Coaching (ORSC) and LCP — a research-based, experiential approach that works on the system, not just the people in it.

**Think Systemically:** See the invisible forces shaping how your team performs — and learn to influence them.

**Leverage Collective Strengths:** Move beyond individual contribution to genuine shared intelligence.

**Adapt and Grow:** Make conflict and disruption fuel for the team, not a drain on it.

**Build Trust and Safety:** Create the conditions where people say what needs to be said.

**Foster Shared Leadership:** Build a team where accountability doesn't stop at the top.

#### Possible focus areas:

- Aligning new or recently restructured teams.
- Breaking through stagnation and re-igniting performance.
- Navigating significant organisational change.
- Resolving persistent internal conflict.
- Rebuilding trust and engagement.
- Strengthening cross-functional collaboration.

# TEAM COACHING



## **Integrated Tools to Deepen Impact:**

Collective Leadership Assessment™ (CLA): A diagnostic that shows your team exactly where its leadership culture stands today — and what it needs to become.

Mat Work: An embodied team practice that makes invisible system dynamics visible. Your team physically steps into the system, making visible what conversations alone can't surface.

## **Outcomes You Can Expect:**

- Teams that move faster, decide more clearly, and recover stronger from setbacks.
- A culture where people bring their full capability — not just their safe version of it.
- Performance that holds under pressure, not just in ideal conditions.

### **Thought leaders we lean on:**

Organization & Relationship Systems Coaching™ (ORSC)

B. Anderson, W.A. Adams (LCP™)

B. Brown , A. Edmondson (Trust and Vulnerability)

P. Hawkins (Team Coaching)

B. Keagan (Adult Development)

P. Lencioni (Team Dysfunctions) and many more.

### **How we coach:**

- Virtual or in the room.
- Teams of approx. 15 people (for larger groups talk to us!).
- Team systems that do the real work, not just talk about it.

## **Is your team ready for coaching? Three questions to sit with:**

1. Are the right people in the room — yet the same issues keep coming back?
2. Is there genuine appetite to look at what's actually happening, not just what's visible on the surface?
3. Is leadership ready to make time for real development — not just the urgent and immediate?

**If the answer is yes (or even a hesitant maybe), that's a great place to start a conversation with us.**

## Lead the System. Not just the People.

One restructuring follows another. Crises arrive before the last one is resolved. Your leaders are capable, experienced, and exhausted — and still the same dynamics repeat. The same escalations. The same bottlenecks. The same ceiling on what the team can actually deliver.



This isn't a skill problem. It's a system problem.

Most team challenges are not competence gaps. They are system dynamics.

TeamSense strengthens leaders' ability to read and influence the system they are part of — creating measurable shifts in how teams perform.

### Leaders learn to:

- Recognise recurring team patterns before they escalate
- Understand roles, alliances and hidden dynamics
- Identify what a pattern is protecting — and why it persists
- Apply small, targeted interventions that shift the whole system

The outcome: less reactive leadership, more intentional influence. Visible change within weeks, not months.

### **In brief:**

**4hr workshop (virtual or in-person) or 2 × 2.5hrs virtual**

**Groups of 5–12 leaders**

**In-house or mixed cohorts**

**Experiential and case-based — not theory-heavy**

### Why it matters for organisations:

When leaders develop systemic awareness, organisations stop recycling the same problems. Fewer escalations. Faster decisions. Leaders who can influence culture, not just manage it. TeamSense builds capability that scales – systemically.

# Collective Leadership

## How do you show up together?



What is the leadership culture your organisation actually has, versus the one it needs?

The **Collective Leadership Assessment™** (CLA) answers that question. It captures how leadership is experienced across your organisation — not just by individuals, but as a system. Where the culture is strong. Where it holds your people back. And what needs to shift.

The CLA is most effective when leaders already understand their own patterns. The LCP Process creates that foundation — the CLA then reveals how those patterns play out across the whole system.

### What the CLA delivers:

- A clear picture of your current leadership culture
- A map of the gap between where you are and where you need to be
- A shared language for the leadership team to align around
- A baseline for measuring real cultural change over time

## The LCP Group Process: from individual insight to collective shift.

Individual LCP profiles show each leader where they stand. The group report and process shows what happens when those profiles come together — the collective patterns, the blind spots, the untapped strengths that only emerge when the team looks at itself as a whole.

Through facilitated workshops, your leadership team will:

- Map individual and collective strengths and reactive tendencies
- Surface the dynamics shaping how you lead together
- Align around a shared vision for how leadership needs to evolve
- Leave with concrete, personalised development actions

The LCP + CLA combination is TeamInQ's most comprehensive offer for leadership teams. For organisations not yet ready for the CLA, the LCP group report provides a powerful first look at collective leadership patterns."

**Speak to us about how to bring this to your organisation.**

## What and who is TeamInQ?

TeamInQ is a systemic leadership consultancy. We work at the intersection of individual leadership development and team system intelligence — because lasting performance requires both.

Founded by Dóra Ligárt and Lena Peller, with nearly 50 combined years in HR, coaching, and leadership development, we bring both:

Rigour, warmth, and a bias for real change over comfortable insight.



At TeamInQ, we envision a world where people find genuine joy and purpose in their work — not by chance, but by design.

Founded by Dóra Ligárt and Lena Peller, two dedicated Leadership and Team Coaches with nearly 50 years of combined experience, TeamInQ helps global organisations transform their approach to teamwork.

We believe that when people come together as resilient, high-performing teams, they don't just achieve more — they flourish.

## Curious? Contact us!

Ready to see your leadership system differently?  
[teamingq.com](http://teamingq.com) | [info@teamingq.com](mailto:info@teamingq.com)



Scan to start a conversation. No agenda, just exploration.

**Team.In**   
The Power of Team Intelligence.

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