

# TEAM SENSE

Lead the  
System  
not just the  
People

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

Meetings look productive — yet the same issues resurface. Conflict remains unresolved. Ownership is unclear. Leaders work harder, but results plateau.

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

## What is Team Sense?

*TeamSense* is a focused leadership workshop (0.5 days or 2 x 2.5 hours) that builds systemic leadership capability.

Leaders learn to:

- Recognise recurring team patterns
- Understand roles, alliances and hidden dynamics
- Identify what a pattern is protecting
- Apply small, targeted interventions that shift the whole system

The outcome: less reactive leadership, more intentional influence.

## Why it matters for organisations

In complex organisations, performance is shaped by team dynamics — not just individual skills.

When leaders develop systemic awareness, organisations benefit from:

- Fewer repeated escalations and “firefighting cycles”
- Faster, clearer decision-making
- Increased shared ownership and accountability
- More constructive handling of conflict
- Stronger psychological safety and engagement
- Improved cross-functional collaboration

*TeamSense* builds a capability that scales:

leaders learn to read and influence dynamics across different teams and stakeholder systems.

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

## What participants gain

Leaders leave with:

- A practical lens to diagnose team patterns
- Greater awareness of how their leadership style shapes the system
- Clear language to name what is happening “in the room”
- Tools to intervene without over-controlling
- One defined systemic experiment to implement immediately

The focus is on application and transfer — not theory.



## About TeamInQ

TeamInQ stands for the power of team intelligence.

We help organisations unlock collective performance by focusing on relationships, patterns and systemic awareness — because sustainable results emerge when leaders understand how they shape the systems they lead.

Founded by Dóra Ligárt and Lena Peller, TeamInQ combines deep expertise in systemic coaching, leadership development and team effectiveness.

## How we work

- In groups of 5–12 leaders.
- One 4 hr workshop (virtual or face to face) or 2x2.5 hours (virtual only)
- In-house or mixed cohorts.

*Team Sense* is experiential and case-based. Participants analyse realistic scenarios and their own team dynamics using simple systemic lenses.

Each leader leaves with a concrete action experiment designed to create visible change within weeks — not months.

## Who is it for?

*TeamSense* is particularly valuable for:

- New and experienced leaders navigating complexity
- Leadership teams experiencing recurring dynamics
- Organisations investing in sustainable leadership capability
- HR & L&D functions seeking high-leverage, scalable development formats

## Curious?

If you would like to explore how *TeamSense* can strengthen leadership impact in your organisation.

We would be glad to connect:

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