

The Change Is Coming. Can the Team Carry It?

Build the team that can carry the change.

Every major initiative eventually lands on an intact team: the system change, the reorganization, the growth push. Team EQ for Change & Performance builds that team's capacity on purpose: multi-science individual insight, leader impact, and emotionally intelligent team norms, applied in the real work of the change.

SOUND FAMILIAR?

- "Individually they are strong. Together, something slips."
- "Meetings are polite. The real conversation happens in the hallway after."
- "Every big initiative lands on this team, and the strain is starting to show."
- "Under pressure, collaboration is the first thing that goes."
- The team is being asked to carry a major change, and the cracks are showing.

THE KEY DISTINCTION

Strong individuals do not automatically create a strong team. Individual awareness matters. But the team also needs emotionally intelligent habits, expectations, and working norms of its own. Team EQ develops both at once: each leader builds personal insight while the team strengthens how it communicates, decides, and holds together under pressure.

WHAT YOU ARE REALLY INVESTING IN

MULTI-SCIENCE INDIVIDUAL INSIGHT



LEADER IMPACT



TEAM NORMS



REAL-WORLD CHANGE

Insight becomes leader behavior. Leader behavior shapes team norms. Team norms carry the change. The engagement works that whole chain, not just the assessment at the front of it. The six stages of the engagement are on the next page.

WHO IT IS FOR

An intact team carrying major change

A newly formed or newly merged team

A cross-functional team under sustained pressure

A leadership team that must perform together

What is this team being asked to carry?

Tell Tracy about the team and the change. The program is designed around the work the team actually has to do.

TALK WITH TRACY →

How Team EQ Works

Six stages. One intact team. The real work is the practice field.

Team EQ for Change & Performance moves from insight to norms to application inside the team's real work, with coaching and reset built in, so the shift holds after the engagement ends.

DISCOVER → BUILD → DESIGN → APPLY → COACH & RESET → SUSTAIN

01 DISCOVER THE TEAM

EARLY IN THE ENGAGEMENT

Understand the people, the work, the change environment, and the team patterns already shaping performance through multi-science discovery.

START WITH INSIGHT

02 BUILD THE FOUNDATION

FULL DAY · IN PERSON

A full-day Team EQ Foundation Lab builds shared understanding of individual insight, Team EQ, communication, trust, belonging, and how the team responds under pressure.

UNDERSTAND THE PEOPLE AND THE TEAM

03 DESIGN THE TEAM NORMS

IN PERSON

The team turns insight into explicit working agreements for how it will operate during real change: how to raise concerns, disagree, give feedback, ask for help, and reset.

MAKE HOW WE WORK VISIBLE

04 APPLY IN THE REAL WORK

The team uses its new norms in real project meetings, decisions, stakeholder conversations, deadlines, and change activity.

THE REAL WORK BECOMES THE PRACTICE FIELD

05 COACH & RESET

TEAM + INDIVIDUAL COACHING

Tracy returns to what actually happened, not more theory: what held, what slipped, where voices went quiet, and what the team needs to reset.

COACH WHAT HAPPENED

06 SUSTAIN THE SHIFT

CLOSE OF ENGAGEMENT

The team strengthens its norms, names an internal owner, and builds a repeatable reflection and review practice into how it works going forward.

MAKE IT PART OF HOW THE TEAM WORKS

WHAT THE TEAM BUILDS

Alongside the norms themselves, the team strengthens six capabilities it keeps after the engagement:

Know the people

Build belonging & trust

Navigate emotion & tension

Adapt under pressure & change

Learn & improve together

Stay connected to mission & stakeholders

THE MULTI-SCIENCE FOUNDATION

Discovery uses TTI Success Insights TriMetrix EQ: behaviors, driving forces, and emotional intelligence, debriefed and applied, never used as a verdict. Insight starts the work. Application inside the real change is where the team changes.

Which stage would challenge your team most?

Tell Tracy about the team and the work it is carrying. The engagement is designed around both.

TALK WITH TRACY →

Priced Per Leader. Designed Around the Team.

Two engagement lengths. One standard.

Each participant develops multi-science individual insight while the team builds norms and applies them in the real work, with coaching and reset built in. That is why the investment is per leader and the design is around the team.

3 MONTHS

FOCUSED TEAM EQ & CHANGE PERFORMANCE

\$3,500 to \$4,500 PER LEADER

Establishes the Team EQ foundation, individual awareness, and practical team norms, then applies them in the real work. Establish. Apply. Reset.

Best for: a defined project, a newly formed team, a concentrated team-performance need.

6 MONTHS

SUSTAINED TEAM EQ & CHANGE PERFORMANCE

Up to \$7,000 PER LEADER

The same foundation with additional cycles of real-world application, coaching, reflection, reset, and reinforcement. Apply. Observe. Coach. Reset. Reinforce.

Best for: major transformation, complex cross-functional work, sustained pressure across milestones.

RECOMMENDED

THE TEAM LEADER MATTERS

The leader shapes the environment around the team: how they communicate, respond under pressure, and reinforce norms. Leader impact is built into the engagement, and additional leader coaching may be included depending on scope.

WHY LEADERS CHOOSE ELEVATE2GROW

- The development is practiced in the real work of the change, not a simulation
- Multi-science assessment insight, debriefed and applied, never used as a verdict
- Six months costs more because it adds real-world application cycles, not more content
- Honest scoping: if a lighter engagement fits, that is what Tracy will recommend

Ready to build the team the change will land on?

Tell Tracy about the team, the change, and the timeline. Scope is confirmed in a discovery conversation.

TALK WITH TRACY →