



Beyond the Team Session - Sustaining Team Development

KEY TAKEAWAYS



The background of the entire slide is a grid of approximately 25 small, semi-transparent portrait photographs of diverse individuals of various ages, ethnicities, and genders, all smiling or looking positively. This grid is overlaid with a solid blue color.

Trust builds strong teams.

Without safety and respect,
performance won't last.

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Healthy Teams First

High-performing teams are built on healthy foundations like psychological safety, trust, and shared understanding.

- Healthy teams encourage openness and honesty.
- Psychological safety allows people to take risks without fear.
- Trust builds when people feel respected and supported.

TIP

Check in with your team regularly using simple questions like, “What’s helping or hindering our teamwork right now?”



Team Development Is Not a One-Off Event

Real team development happens over time—between the workshops - through shared habits, dialogue, and reflection.

- One workshop won't create lasting change.
- Ongoing conversations and reviews are key.
- Progress sticks when learning is applied in real work.

TIP

Schedule follow-up check-ins after any team development session to keep insights alive.



The background of the entire image is a grid of approximately 30 small, square portrait photographs of people from various ethnicities, ages, and genders. The portraits are arranged in a roughly rectangular grid, with some missing in the center to accommodate the text. The overall color scheme is a deep magenta or purple, which is used as a background for the text and the entire image.

One session doesn't make a team.

Real development happens
between the workshops.

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A Coaching Mindset Enables Growth

Leaders with a coaching mindset support thinking, listening, and self-awareness rather than offering quick fixes.

- A coaching leader asks instead of tells.
- Growth comes from reflection, not just instruction.
- Self-awareness builds confidence and better decisions.

TIP

Try asking, “What do you think you need here?” before offering your own solution.



Most Team Issues Are People-Centred

Common team challenges—like low trust or unclear roles—often come from gaps in leadership, connection, or understanding.

- Leadership readiness affects team culture.
- Poor communication can lead to misunderstanding and conflict.
- Teams need clarity in purpose and relationships.

TIP

Before solving a surface issue, ask: “Is this a symptom or the root problem?”



The background of the entire image is a grid of approximately 25 small, square portrait photographs of diverse individuals of various ages, ethnicities, and genders, all smiling or looking positively. The grid is partially obscured by the text and logo.

Ask more, tell less.

Coaching-style leadership helps people grow
through reflection.

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Time to Think Is Crucial

Teams need protected time for thinking, not just doing, to plan well and solve problems effectively.

- Constant busyness stops real progress.
- Strategic thinking improves long-term outcomes.
- Reflection helps people learn from experience.

TIP

Block out thinking time in team calendars—treat it as essential, not optional.



Real Development Starts with Good Questions

Asking the right questions before a session helps uncover true needs and design more meaningful support.

- Clarify purpose: Why is this team coming together?
- Identify challenges before jumping to solutions.
- Honest scoping leads to better design.

TIP

Begin your session design with a discovery conversation - not a slide deck.



Conversation Drives Team Success

Meaningful, conscious conversations are the most powerful way to build understanding and sustain development.

- Teams thrive on two-way dialogue, not one-way updates.
- Sharing stories builds connection and trust.
- Conscious conversation means being intentional and present.

TIP

Introduce one “check-in round” at the start of meetings to encourage real dialogue.





Space to think is space to grow.

Rushing prevents teams from doing
their best work.



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Create Space in Your Design

Avoid packing agendas too tightly—leave space for reflection, human connection, and peer learning.

- Full schedules don't leave time for thinking.
- People need mental breaks to process ideas.
- Connection often happens in unstructured moments.

TIP

Include 15–20 minute buffer slots in team agendas for informal conversations.



Let Teams Stay with the Problem

Don't rush to solutions. Help teams explore issues deeply to find and address root causes.

- Quick fixes often miss the real issue.
- Staying with discomfort can lead to real insight.
- Reflection leads to stronger action.

TIP

Try saying, "Let's explore this a little longer before we move on," in your next session.



Peer Conversations Matter

Structured one-to-one conversations help strengthen relationships and uncover insights that move teams forward.

- Teamwork relies on strong personal relationships.
- Relationship tools help deepen trust and understanding.
- Peer learning creates more ownership.

TIP

Use tools like relationship reports to encourage short, focused 1:1 chats between team members.



Hybrid Working Needs More Intention

Remote and hybrid teams must be more deliberate about staying connected and maintaining trust.

- Disconnection leads to misunderstanding.
- Visibility doesn't equal presence - people want to feel noticed.
- Trust takes longer to build without informal contact.

TIP

Start each week with a 10-minute “connection round” to share something non-work-related.





Good talk builds great teams.

Real development happens in shared,
honest dialogue.

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Use a Simple Framework to Guide Growth

The Five Cs (Commissioning, Clarifying, Co-creating, Connecting, Core Learning) help teams reflect and stay focused.

- Frameworks give structure to complex team work.
- The Five Cs touch every area of team function.
- Review regularly to check where support is needed.

TIP

Use the Five Cs as headings in your next team review to explore strengths and gaps. [**Find the 5Cs Download here**]



Follow-Up Matters More Than the Session

Progress often stalls when there's no plan for follow-up—sustaining team development needs commitment beyond the room.

- One session is a starting point, not the finish.
- Teams need tools and time to build on insights.
- Leaders must stay engaged after the session.

TIP

Book your follow-up session or check-in before the initial session ends.





Out of sight shouldn't mean out of mind.

Connection takes more effort
when we're not in the room.

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Use Tools That Support Insight

Psychometric tools like Facet5 provide shared language, build self-awareness, and help teams understand how to work well together.

- Facet5 reveals personal and team dynamics.
- It supports reflection and tailored development.
- Relationship reports and profiles guide real conversations.

TIP

Use Facet5 profiles to shape team introductions and explore strengths from day one. [**Discover more about the Facet5 Profile here**]





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