

Leadership team meeting design

There are as many approaches to leadership team meetings as there are leaders. That's because context always plays a critical role in how leaders work. To help you design the most effective meetings for you in this moment, here are some things to consider:

Start with your leadership

Your job

What you believe is your focus as a leader shapes the kinds of topics and discussions you'll find to be most valuable in these meetings.

Your style

How you lead people (e.g. collaborative, command and control, etc.) influences the way dialogues happen.

How you show up

How you're perceived by others dictates how much candor and creativity they're willing to bring to these interactions.

Clarify the who and why

Who's on the team

Having the right number and mix of leaders on your team and in the meeting impacts the quality of decision making and degree of alignment you can achieve.

Your top team's job

Your team having a shared understanding of its purpose inspires how much leaders engage (or don't) in these sessions.

How they work together

Being clear about when your leadership team members make decisions and take action as individuals vs. when to join forces and team together drives greater productivity.

Look at the bigger picture

Drive results

Connecting these meetings to your company's strategy, plan, and operating rhythm greatly accelerates your team's ability to focus and deliver.

Set expectations

Being transparent with the broader organization about what the leadership team does (and doesn't do) in these meetings helps reduce bottlenecks in making decisions and taking action.

Adjust to the moment you're in

Creating an agile meeting design allows you to flex effectively to meet the needs of the moment.

Build the right approach

Outcomes first

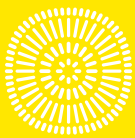
Being clear about the outcomes you expect from meetings generally – and for each specific meeting – creates focus and urgency for all involved.

Before/during/after

The right preparation for each meeting and topic is essential for driving efficient conversations and fast action.

Create consistency

Practicing desired mindsets and behaviors in every meeting builds and reinforces culture.



Tournesol is a leadership consulting firm. We partner with CEOs, senior leaders, and their teams to drive transformational results and impact in significant moments of change using a unique, holistic approach called Lead Brighter.®

If you're looking to build a high-performance leadership team, we can help you:

- + Declare the team you want to become and what to do to get there
- + Design strategic conversations, meetings, and offsites that drive team alignment, execution, and results
- + Introduce the right rhythm of team rituals to elevate your team's performance and impact
- + Build strong connections across your team that spark co-creation and collaboration, and more

Connect with us at hello@leadbrighter.com

leadbrighter.com