TURNING WORKFORCE INSIGHTS
INTO MEASURABLE LEADERSHIP ACTION

Leadership solutions

teamgage



© 2026 Teamgage Pty Ltd. | teamgage.com

Contents





How it works

3 Designed by our experts

4 Insights to action

5 Executive Engagements

6 How Executive Engagements work

7 Leader Labs

8 How Leader Labs work

Our success stories

9 Citibank

10 Kering

11 Samsung

12 L'Oréal

13 JTI

14 Panasonic

© 2026 Teamgage Pty Ltd.

Designed by our experts

As leaders in their field, we've combined real-world experience, research and science to create measurable leadership outcomes.



Noelle Smit

Noelle is CEO and co-founder of Teamgage, holds prominent board positions, and has advisory panel membership on the ARC Linkage Research Project preventing workplace sexual harassment. She is also collaborating with the University of South Australia on workplace bullying prevention research.



Dr. Reza Abraham

Dr. Abraham is a multiple award-winning speaker, board advisor, and consultant specialising in modern leadership, change and sales. He's worked across APAC with names like Samsung and Citibank, and holds an MBA and PhD in Knowledge Transfer, People and Change.



Ben Smit

Ben is the Harvard-educated CEO and co-founder of Teamgage. Over the past 15 years, he has improved employee engagement across 30,000 + teams in ASX 100 companies and all levels of government. Along the way, he's earned multiple industry awards and recognition.

WE'VE WORKED WITH:

SAMSUNG · Westpac · Panasonic · L'ORÉAL · BAE SYSTEMS · Microsoft · citibank · Government of South Australia · JTI · Allianz

© 2026 Teamgage Pty Ltd.

Insights to action

We offer two distinct leadership solutions that are designed to help organisations move from insight to action with speed, discipline, and measurable outcomes.

Using real-time Teamgage data, both our Executive Engagements and Leader Labs strengthen the capability, alignment, and performance across all levels of the organisation.



SOLUTION 1:

Executive Engagements

Strategic sessions for Executives to deliver clarity from data.



SOLUTION 2:

Leader Labs

Focused sessions for leaders designed to accelerate action.

© 2026 Teamgage Pty Ltd.

Executive Engagements

Let’s cut through the complex, with strategic sessions for Executives that deliver clarity from data.



Overview

Executive Engagements provide senior leaders with clear, executive-level insight derived from your Teamgage data.

Our senior facilitator will apply a consulting mindset and a strategic, high-precision lens to guide the session by translating Teamgage data into clear, actionable insights.

Benefits

- Designed to be as effective as possible with time-poor executives
- Connects workforce sentiment to strategy, performance, and risk
- Identifies emerging issues before they escalate
- Aligns executives on priorities and leadership responses
- Supports clear communication and accountability

© 2026 Teamgage Pty Ltd.



LEADERSHIP SOLUTIONS FROM TEAMGAGE

How Executive Engagements work

A simple 3-step process handled by us, guided by you.

1. Prepare: Data review, design, and approval

We dive deep into your Teamgage data, then conduct a focused 30 - 60 minute consultation to understand priorities, pressures, and organisational context.

These insights are distilled into a concise, executive ready brief for you to approve, that links workforce trends to delivery outcomes, strategic risk, and focus areas.

2. Executive Engagement: Hold the facilitated presentation(s)

A targeted 10 - 30 minute executive presentation that:

- Highlights priority trends and risks
- Identifies areas for leadership action
- Aligns executives on next steps

Delivery is available in person or online.

3. Follow up: Action, guidance, and summary

- Executive actions documented in Teamgage
- Guidance provided on communications back to the workforce
- Post session summary capturing key decisions and next steps

© 2026 Teamgage Pty Ltd.

Leader Labs

Let’s draw on industry best practice, with focused sessions for leaders that accelerate action.



Overview

Leader Labs are high-impact, 2-hour leadership sessions tailored to your organisation’s latest Teamgage results and priority focus areas.

Each Leader Lab converts workforce insight into clear leadership actions that can be applied immediately and measured over time.

Benefits

- Designed using real-time data from Teamgage and organisational priorities
- Creates shared clarity on what must change and why
- Builds leader confidence and practical capability
- Produces clear, focused actions that leaders apply immediately
- Demonstrates measurable progress within weeks

© 2026 Teamgage Pty Ltd.



LEADERSHIP SOLUTIONS FROM TEAMGAGE

How Leader Labs work

A simple 3-step process handled by us, guided by you.

1. Prepare: Data review, design, and approval

We dive deep into your Teamgage data, then conduct a focused 30 - 60 minute consultation to identify the appropriate leadership cohort, priority themes, and success measures.

These insights are distilled into tailored Leader Lab(s) for you to approve, that draw on our extensive training expertise and industry best practices.

2. Leader Lab: Hold the facilitated session(s)

Each 2-hour session includes:

- Targeted diagnostic activities to challenge assumptions and surface key dynamics for your leaders
- Evidence-based leadership insights aligned to your context
- Applied practice and role play for capability development
- Clear leadership actions agreed and owned

Sessions are designed for between 5 - 30 people and delivery is available in person or online.

3. Follow up: Action and measurement

- Agreed leader actions logged in Teamgage
- Post-session summary and communication guidance provided
- Impact tracked through follow-up pulse data

© 2026 Teamgage Pty Ltd.

Success stories

Citibank become change champions

After assessing organisational readiness for change, we then ran 6 workshops designed to build resilience and adaptive leadership.

citibank

Embracing uncertainty	Making friends with change
Resilience habits	Bouncing forward, not just back
Narrative of change	Communicating the “why”
Adaptive leadership	Adjusting style to context
Leading transitions	Supporting people through shifts
Future thinking	Anticipating what’s next

The result

Within 2 months, teams learned to embrace uncertainty, communicate transitions effectively, and anticipate future challenges, noticeably improving change adoption and engagement.

© 2026 Teamgage Pty Ltd.

Success stories

Kering turn feedback into tangible growth behaviours

Following a 360-degree feedback exercise showing limited learning agility within this global luxury group, we implemented 6 sessions.

KERING

Curiosity first	→ Asking powerful questions
Learning agility	→ Adapting through feedback
Constructive feedback	→ Fuel for growth
Continuous improvement	→ Small steps, big gains
Courage to experiment	→ Safe-to-fail learning
Recognition rituals	→ Celebrating learning not just winning

The result

Over the next month, curiosity, experimentation, and a continuous improvement mindset took root, turning feedback into tangible growth behaviours embedded in daily work.

© 2026 Teamgage Pty Ltd.

Success stories

Samsung transform their creative edge

After an employee experience survey revealed low innovation and experimentation, a series of workshops were delivered.

SAMSUNG

Imagination in action	→ Thinking beyond the box
Courageous ideas	→ Speaking up with boldness
Experiment & iterate	→ Testing, failing, improving
Breaking patterns	→ Challenging the status quo
Cross-pollination	→ Borrowing brilliance from others
Innovation everyday	→ Small creative acts, big impact

The result

Within 1 month, teams began generating bold ideas, testing solutions rapidly, and adopting small daily creative acts, fueling measurable improvements in innovation culture.

© 2026 Teamgage Pty Ltd.

Success stories

L'Oréal tackle wellbeing & energy management

After an employee experience survey revealed rising burnout, fatigue, and a lack of sustained productivity throughout the day, a series of workshops were delivered.

L'ORÉAL

Leading with empathy	→ Seeing through their eyes
Empowerment as practice	→ Trusting people with decisions
Psychological safety	→ Courage to speak up
Coaching conversations	→ Growing others daily
Recognition & belonging	→ People feel seen
Authentic leadership	→ No masks, just real

The result

Teams began adopting energy management practices, setting healthier boundaries, and building rhythms of rest and recharge.

Over time, this sparked measurable improvements in well-being, resilience, and consistent performance.

© 2026 Teamgage Pty Ltd.

Success stories

JTI build high-trust teams

After our psychological safety survey highlighted gaps in team trust and reliability, we ran 6 sessions across departments.

Building credibility	Words and action in sync
Radical transparency	No hidden agendas
Active listening	Hearing what's not said
Shared accountability	Owning outcomes together
Respect in action	Everyday dignity
Reliability	Doing what you say, everytime

The result

Within 6 months, credibility, transparency, and shared accountability strengthened, creating teams that consistently deliver and trust each other even under pressure.

© 2026 Teamgage Pty Ltd.

Success stories

Panasonic foster collaboration mastery

Following feedback that highlighted silos and fragmented teamwork, 12 workshops were delivered across departments.

Panasonic

From “me” to “we”	→	Shared success stories
Leveraging strengths	→	Tapping unique talents
Conflict as opportunity	→	Harnessing differences
Alignment over agreement	→	Moving forward despite differences
Trusting partnerships	→	Shared risks, shared wins
Cohesion under pressure	→	Sticking together in tough times

The result

Over 6 months, teams leveraged individual strengths, aligned priorities despite differences, and transformed conflicts into productive collaboration, boosting cohesion and collective ownership.

© 2026 Teamgage Pty Ltd.



mail@teamgage.com

(+61) 8 7078 5939

teamgage.com

© 2026 Teamgage Pty Ltd.