

The Thrive Model

A live, six-session programme, for senior leaders of teams and HR leaders, from the authors of The Social Brain

Course Description

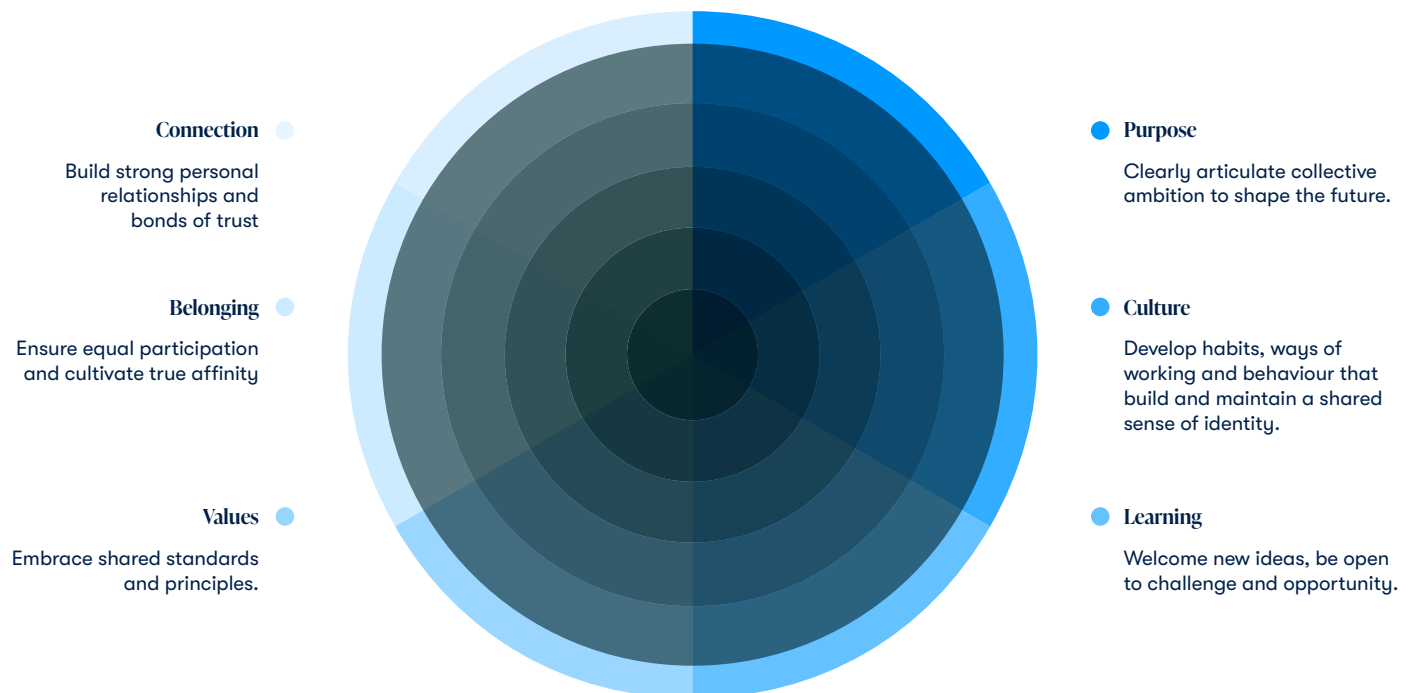
This course will give you the insights to lead teams so they perform, innovate and have impact. Organisations only flourish when people do. You will learn how to harness six foundational conditions for team thriving and optimal performance.

If you want to be an impactful leader and build a culture that retains talent, sustains engagement through constant change, and gives people a reason to bring discretionary effort to work, then you need to know the Thrive Model. The Thrive Model is grounded in the peer-reviewed evolutionary psychology of Professor Robin Dunbar of Oxford University and developed over two decades of work inside real organisations by Thompson Harrison co-founders Tracey Camilleri and Samantha Rockey, co-authors with Dunbar of *The Social Brain: The Psychology of Successful Groups*.

The Thrive Model identifies six evidence-based elements that determine whether a group of human beings will thrive and achieve together: Purpose, Values, Connection, Belonging, Culture and Learning. Where most models stop at diagnosis, the Thrive Methodology pairs each element with a corresponding set of leadership behaviours — what a leader must actually do, differently, to activate it.

The Thrive Model™

Environments for Performance, Innovation and Impact



This workshop takes business team leaders and HR executives through all six elements in depth, live, across six two-hour sessions with Tracey or Samantha. They show leaders how to harness six foundational conditions for team thriving and optimal performance.

Course Objectives – Lead teams that deliver and thrive

By the end of this programme, you will be able to:

- **Build the social foundations of high performance** – bring humanity and the ‘immeasurable’ into your leadership to achieve measurable impact
- **Create meaningful connection** where ideas grow through shared thinking, and unlock the collective intelligence that fuels performance.
- **Foster trust, discretionary effort and collective responsibility**
- **Leverage scale** – optimal group size, leadership dynamics, and structural stress points
- **Practise the science behind the Thrive Model** – including the Dunbar Number, the Dunbar Graph, and our evolved biology that shapes what happens in every team, department and organisation, regardless of sector or size.
- **Diagnose organisational health across all six Thrive elements** – using a structured lens rather than intuition alone.
- **Apply the six corresponding leadership behaviours** – determine direction, exercise judgement, build relationships, invite participation, tell the story, and face the future – to your own team leadership context.
- **Design practical, low-cost interventions** that measurably strengthen connection, belonging and trust, particularly in hybrid and distributed teams.
- **Build a business case and a common vocabulary** for culture and engagement investment that resonates with CEOs, CFOs and boards accustomed to numbers, not sentiment.
- **Walk away with a personal and organisational action plan**, built session by session, to embed the Thrive Model as a working leadership discipline rather than a one-off event.

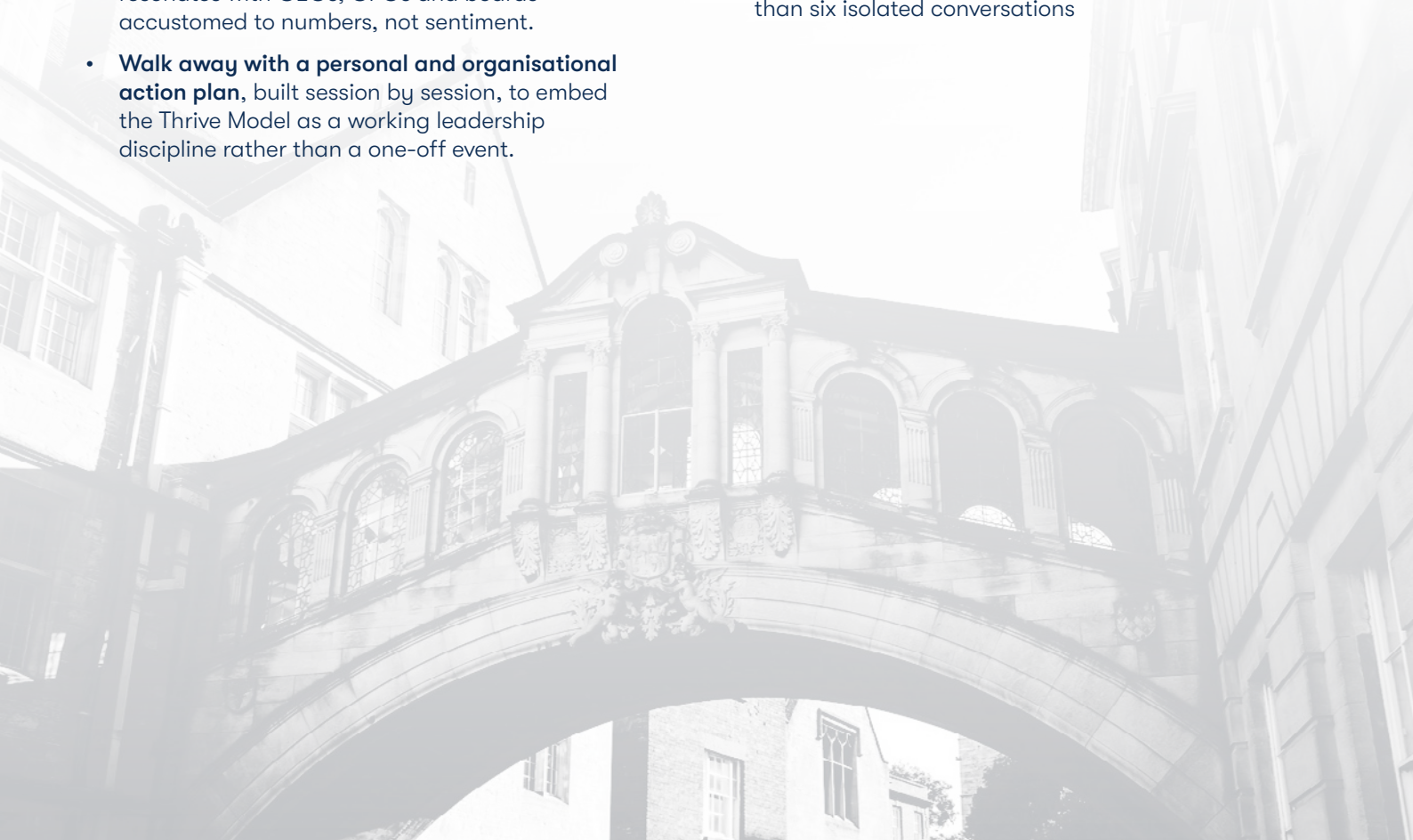
Who Should Attend

This programme is for team leaders who aspire to lead in a way that builds thriving teams that perform at their best and deliver for their organisation. It is designed for senior executives who lead teams, and HR and people leaders who set or influence the culture agenda for their organisation. It brings both groups into the same room: culture is built where the two meet.

Because the six sessions build on one another, participants are asked to commit to the full series rather than individual sessions, and are encouraged to attend as part of a small senior cohort – the Thrive Model itself is best learned, as it is best practised, in the company of others.

Programme Format

- Six **live, facilitated sessions**, two hours each – one session dedicated to each of the six Thrive Model elements
- Delivered virtually, in a small cohort of senior peers, to allow genuine discussion and challenge rather than passive viewing
- Facilitated throughout by Tracey Camilleri and/or Samantha Rockey, co-authors of *The Social Brain* and co-founders of Thompson Harrison
- Each session combines the research evidence, real organisational case studies, structured discussion, and a practical diagnostic or tool to apply back at work between sessions
- Short pre-work and a take-away action plan accompany every session, so the six weeks compound into a genuine capability rather than six isolated conversations



The Six Sessions

Session 1 — Purpose: Creating Collective Meaning

Leadership behaviour: Determine Direction

Why shared meaning — not a mission statement on a wall — is what allows people to bring discretionary effort to work, and what happens to performance and retention when it's missing. You'll learn to ask good questions, confront loyalties that no longer serve the organisation, sense where the heat is building, and get “on the balcony” to see the fuller picture before acting.

Session 2 — Values: Tight Principles, Loose Rules

Leadership behaviour: Exercise Judgement

How shared values function as a form of governance — enabling faster, more consistent decisions across a large organisation without leaders having to be everywhere at once. You'll explore how to establish decision frameworks, hold the organisation to consistent standards, and take a stand when loyalties and values come into conflict.

Session 3 — Connection: Building Friendship and Trust

Leadership behaviour: Build Relationships

The evidence on why friendship at work is one of the strongest predictors of retention, wellbeing and performance — and why it has eroded under hybrid working. Find out how to prioritise social health as a leadership responsibility, give power away rather than hoard it, and deliberately create the conditions in which trust can grow.

Session 4 — Belonging: Creating a Sense of Kinship

Leadership behaviour: Invite Participation

Why belonging succeeds where diversity and inclusion initiatives alone often don't, and how the biology of group size explains why belonging is so hard to sustain at scale. Practise valuing multiple perspectives, championing genuinely inclusive ways of working, and building an environment where newcomers and long-standing employees alike feel they belong.

Session 5 — Culture: Ritual and Environment

Leadership behaviour: Tell the Story

How we create culture — through story, ritual, symbol and the physical and virtual environments we design. Learn to shape a new organisational narrative, genuinely listen to the stories employees already tell about the organisation, and use storytelling to inspire effort no policy can mandate.

Session 6 — Learning: Listening and Getting People to Listen

Leadership behaviour: Face the Future

Why the message received always matters more than the message sent, and how you can build an organisation that keeps learning rather than settling into comfortable echo chambers that fall behind. How to get “on the balcony” to see emerging change early, bring outside perspectives in, and sponsor innovation at every level, not just from the top.

Your Facilitators



Tracey Camilleri

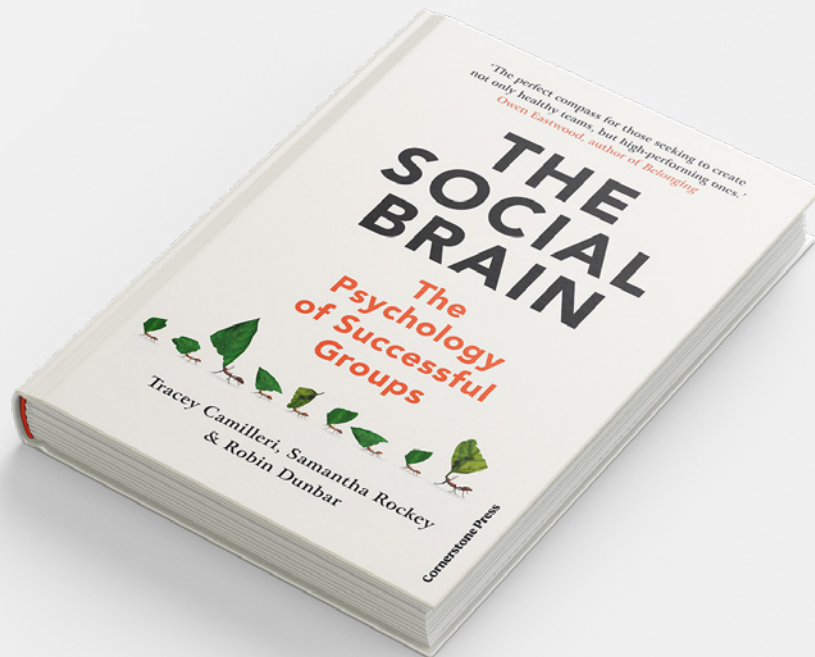
Tracey Camilleri is co-founder of Thompson Harrison and co-author of *The Social Brain: The Psychology of Successful Groups*. An Oxford English graduate, she spent 14 years as an Associate Fellow at Oxford University's Saïd Business School, where she designed and directed the flagship Oxford Strategic Leadership Programme from 2012 to 2022. Her earlier career spans investment banking in New York, publishing, and management consulting with Bain & Company, giving her an unusually broad view of what allows organisations — and the people in them — to perform at their best.



Samantha Rockey

Samantha Rockey is co-founder of Thompson Harrison and co-author of *The Social Brain*. She is also an Associate Fellow at Oxford University's Saïd Business School. Sam began her career shaping post-apartheid public policy in South Africa, before spending nearly two decades at SABMiller, ultimately as Global Head of Leadership Development, as the company grew into a FTSE Top 10 business. Her focus throughout has been the structural and interpersonal dynamics that determine whether large organisations genuinely perform, or merely function.

Together, Tracey and Samantha have spent over two decades advising leaders across the world's largest organisations, and developed the Thrive Model from that combined experience and from Professor Robin Dunbar's Oxford University research into human social evolution.



What You'll Take Away - Design environments and practices where people can perform at their best

- Tools and insights to boost performance through stronger relationships
- A leadership approach that increases retention, engagement and innovation
- A working command of the Thrive Model and the evidence base behind it, credible enough to present to your executive team or board
- A completed diagnostic of your own organisation across all six elements
- Six practical tools and interventions, one per element, ready to apply immediately
- A personal leadership action plan mapped to the six Thrive leadership behaviours
- A signed copy of The Social Brain: The Psychology of Successful Groups

Enrol Your Cohort or Register your Interest

Format: 6 x 2-hour **live virtual** sessions

Dates: TBC

Investment: £900 (£150 per module per participant)

This investment will give you the skills to lead teams that perform, innovate and have impact. Thriving teams do not emerge by chance. They are built, deliberately, by leaders who understand the forces at play beneath the surface of every organisation — and who know what to do about them.

Please contact Thompson Harrison to register your interest or enrol on this course → help@thompsonharrison.com

For bespoke delivery for your own senior leadership team, or to discuss group rates for groups of five or more, contact Thompson Harrison → help@thompsonharrison.com