# Senior Leadership Team Reset

A six-month behavioural and psychological reset for the human ecosystem around the senior table.

**“Take a senior leadership team as it actually operates, put the real dynamics on the table, and help that group become a leadership team rather than a collection of senior individuals.”**

**WHAT IT IS**

Senior Leadership Team Reset is designed for organisations where something around the senior table is getting in the way: relationships have hardened, departments are defending territory, confidence has been dented, meetings have become performative, influence has become political, or the team has stopped operating as one collective leadership body. It is not a two-day away day dressed up as transformation. The intensive Reset lasts six months, followed by lighter-touch support and a twelve-month Ripple Effect review.

## What the Reset addresses

- Functional leaders defending their own departments rather than sharing responsibility for the whole organisation.
- Historic alliances, rivalries, restructures, nepotism or informal influence shaping present behaviour.
- Low psychological safety: people hold back, manage upwards or take conflict back to their own teams.
- Meetings rewarding speed, dominance or performance rather than listening, challenge and good decisions.
- An SLT becoming detached from employees, customers and the lived reality of the organisation.

## How Bridge diagnoses the ecosystem

- History and significant-event mapping
- Psychometric testing, individual feedback and team follow-up
- Deep one-to-one diagnostic interviews
- Direct-report and employee insight
- Observation of real SLT meetings
- A private SLT Behavioural Map covering strengths, conflict, influence, meeting behaviour, confidence and pressure patterns

## One team. Four realities.

### What the Four Tables represent

**Formal Table**

The visible work of the SLT: strategy, governance, decisions, performance and accountability.

**Human Table**

Trust, confidence, relationships, belonging and how people respond to one another under pressure.

**Political Table**

Power, territory, alliances, proximity, status and game-playing - the informal influences around the table.

**Organisational Table**

The connection back to employees, customers, values, culture and the lived reality beyond the senior room.

**All four operate at once. The Reset looks at where the balance sits and how those influences combine to shape the wider culture.**

THE SIX-MONTH RESET

# From diagnosis to a stronger collective

## 1 Commission & Contract

**BEFORE MONTH 1**

Purpose, success measures, access, confidentiality and permission to challenge.

## 2 Diagnose the Ecosystem

**MONTH 1**

History, psychometrics, interviews, employee/direct-report lens and live meeting observation.

## 3 Individual Unpack & Repack

**MONTHS 1-2**

Private feedback, coaching/mentoring and work on pressure behaviour, confidence, influence and relationships.

## 4 Two-Day Reset Off-Site

**MONTH 2**

Common purpose, the chessboard, collective identity, strategy, honest dialogue and the first practical reset.

## 5 Practise in the Live System

**MONTHS 2-6**

Monthly observation, relationship repair, meeting redesign, Reset Labs and real-work behavioural experiments.

## 6 Build the Playbook & Review

**MONTHS 5-6**

Agreed behavioural infrastructure: how the team disagrees, decides, supports, communicates and represents one another.

## What makes it different

- One primary Bridge practitioner keeps sight of the whole ecosystem, bringing in specialists where needed.
- Reset Labs follow the diagnostic rather than a pre-designed leadership programme.
- Professional respect is required; friendship is not. Relationship repair and mediation are used where necessary.
- Employee connection is built back in through participation and experiences such as A Day in Your Shoes.
- The team creates its own behavioural playbook - values tell us why; the playbook tells us how.

## What organisations receive

- A clear commissioning and contracting process
- A multi-source SLT diagnostic and private Behavioural Map
- Individual feedback, coaching and mentoring
- A bespoke two-day Reset off-site
- At least three diagnostic-led Reset Labs - more if needed
- Monthly observation of real SLT meetings during the intensive phase
- Employee-voice and organisational reconnection
- A bespoke SLT Behavioural Playbook
- Six-month Reset review, lighter-touch support through months 7-11 and a twelve-month Ripple Effect review

**Six months measures the Reset. Twelve months measures the Ripple Effect.**

## The outcome

A senior leadership team that can see itself more clearly, understand the forces acting on it, use its strengths deliberately, challenge without being challenging or destabilising, stay connected to the organisation and operate as a collective when pressure is greatest.

**Explore Senior Leadership Team Reset**

Visit the Built by Bridge pages at insidebridge.com for the full brochure and further information.