

Quarterly Pit Stops

In my research, 82% of Leadership Teams agree *'we don't spend enough time pausing to reflect and learn from our work'*.²

Research tells us that teams which conduct effective retrospectives are 25% to 38% more effective.³

A quarterly 'pit stop' provides the opportunity to get off the racetrack and get ready for the next quarter.

There are 3 parts to a pit stop.

First, how good are your relationships?

Second, how are you doing delivering our projects?

Third, is your strategy working?

Each pit stop is also supported by my *Team Intelligence Diagnostic* where the Leadership Team members provide feedback on the group's strengths before the pit stop. In the pit stop we discuss the results of the diagnostic, as well as the trends over time, and make a plan to continually build the team's capability and results.

You can also measure the impact of the Leadership Team by interviewing its stakeholders – for example, the senior managers who report to LT members, the board, or the broader organisation. Do they perceive a united, productive, strategic Leadership Team?



Quarterly Pit Stop Agenda	
9am	Welcome Why are we here
915am	Retrospective: the quarter in review Different perspectives Implementing key learnings
1030am	Review team dynamics Discuss results of the Team Diagnostic How can we strengthen this team?
12pm	Strategy refresh Evaluate the strategy Discuss any changing external conditions Increase investment in important projects Cut unimportant projects
230pm	Leadership Team project plans Identify and address the biggest project delivery issues
4pm	Traction Capture immediate actions and next steps

 rob@robpyne.online www.robpyne.online +61 (0)433 017 198

Quarterly pit stops are typically a full day to answer the 3 big questions and make concrete plans to optimize the team's relationships, projects and strategy.

Dedicating 4 days a year (less than 2% of your working time) is a positive investment in capabilities of the team, and the growth of the individual Leadership Team members. We'll show the return on this investment by tracking the increased capability of the team with our diagnostic.

2: Benchmarks from Rob Pyne's Team Intelligence Diagnostic Dec 2020; 3: Tanenbaum & Cerasoli meta-analysis 2012



rob@robpyne.online



www.robpyne.online



+61 (0)433 017 198