

brilliant teams

We are a dynamic consultancy partnering with our clients to deliver customised solutions that resolve their most significant issues and create lasting competitive advantage.

Brilliant Teams is an online assessment tool designed to stimulate great conversations between team members about how effectively they work together. It helps teams explore their current team strengths, their opportunities, and plan actions to improve...

It's overriding purpose is to support teams on their journey to high performance – in other words – to be a Brilliant Team.

Brilliant Teams has been developed around 8 Building Blocks (shown to the right of the page) which describe the characteristics of high performing teams.



Goals & Roles

A Brilliant Team has a clearly defined and compelling purpose. There is a clear plan for delivery. Team members have clearly defined responsibilities and understand each others roles.



Engaging Relationships

A Brilliant Team has team members who respect, support, collaborate and trust each other. They proactively work at understanding each other & developing strong relationships that build self esteem and confidence. The team builds effective relationships with key stakeholders.



Brilliant Delivery

A Brilliant Team gets things done and delivers significant results. The team is productive and output is high. Everyone is committed to delivering high standards and high quality products and services.



Open & Honest

A Brilliant Team is committed to open and honest communication. Team members are comfortable sharing their opinions, feelings, ideas and concerns without fear. Challenge and debate are seen as healthy and diversity of thought is encouraged and truly valued.



Ways of Working

A Brilliant Team has effective and productive team processes in place which maximise the team's efficiency and ways of working together. Team values have been clearly defined and agreed. A clear and well communicated operating model and team communication plan is in place.



Winning Spirit

A Brilliant Team has a tangible spirit of excitement & motivation. Team members are passionate about their work, enjoy working together & feel valued for their contribution. They have a real sense of pride in their results & are optimistic about their ability to deliver – whatever the challenges.



Team Development

A Brilliant Team regularly stops to reflect on how it is functioning and what might be interfering with its effectiveness. Reflection on task achievement and team processes are open and honest. Actions are agreed to improve ways of working and team performance.



Passion for Learning

A Brilliant Team provides ongoing development opportunities for team members. Learning and personal development is high on the agenda and everyone has the opportunity to develop & learn new skills. The team proactively learn from each other.



A Framework for Action

8 Building Blocks

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64 Success Factors

Each Building Block has 8 Success Factors, which describe in more detail what Brilliant Teams do.

Quick & Easy

The assessment takes around 15 mins to complete. Using a simple 6 point scale, participants rate the degree to which the success factors describe their experience of working in the team.

Insightful Reporting

Grounded in reality, Brilliant Teams thoroughly assesses people's experience of working in the team and provides instantly available results that are insightful, fun to explore and stimulate action.

Traffic Light Reporting

The Team Feedback reports are presented in colour as well as numbers so it's easy to quickly understand team strengths & opportunities.



Instant Feedback

Team Feedback Reports are instantly available once everyone has had their say. Each participant also receives a confidential summary of their own individual responses.

Expert Backup

Developed by experts

Brilliant Teams has been developed by Dorothy Matthew and Vicky Warren, based on their years of practical experience:

- Leading their own teams in large blue chip companies
- Educating & developing leaders of teams
- Coaching teams and executive teams
- Enabling organisations to create high performance culture's - one team at a time

Expert support

Once your results are available you may want to call on an expert to support you on your journey to becoming a Brilliant Team. Whatever your challenges we'll help you develop practical, action focused solutions.

We'd be delighted to support you.

How we can help

Are you...

- A CEO or HRD looking to achieve greater alignment across your Executive Team?
- An Executive Coach supporting leaders to develop their teams performance?
- A Team Leader who wants to develop your ability to create and sustain a Brilliant Team?
- A Team Coach working with teams to raise their productivity and motivation
- An HR Leader looking to develop team leadership capability in your organisation?
- A Change Leader with a focus on creating and sustaining a high performance culture?
- A Consultant looking for a new team diagnostic?
- An HR Business Partner facilitating a team event for one of your leaders?

We'd be delighted to explore how Brilliant Teams can help.

Building Leadership Capability

We also deliver 'Leading Teams' workshops based on the Brilliant Teams framework.

We are passionate about enabling Leaders at every level to create and sustain high performing teams.

We can design anything from a 2 hour workshop to a 2 day Masterclass or an organisation wide culture change programme.

We'd be delighted to share case studies with you about our work with organisations who have used Brilliant Teams:

CPP Plc
East Coast

TD Wealth International
Savvy Marketing

Morrisons
Merseyrail

Getting in Touch

If you would like to get in touch with us, we would love to hear from you.

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