

Executive Team Transformation Program

Turn your management team into one powerful, cohesive force.

A three-phase engagement that resolves the hidden trust, belief, and relationship patterns behind silos, office politics, slow decisions, and weak execution.

NOT A FEEL-GOOD RETREAT

A new way of operating for the team at the top.

When the team at the top is fragmented, the entire organization pays.

Management teams are the nerve centre of an organization. Their trust, speed, honesty, and alignment ripple through every department, decision, customer commitment, and result.

THE STRONGEST BUYING SIGNAL

"We know what the problems are. We have discussed them

RELATIONSHIP SYMPTOMS

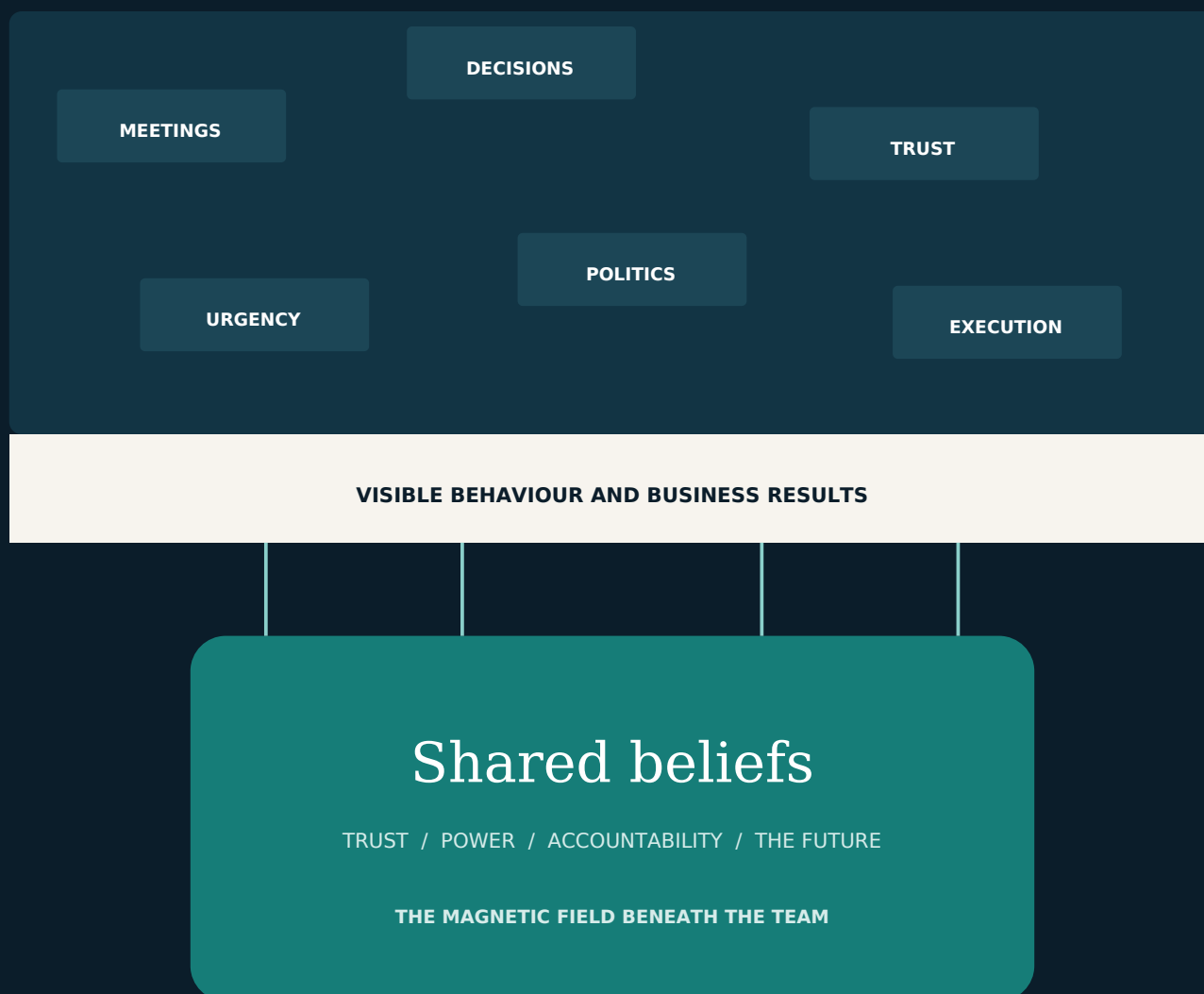
- The CEO feels like a referee between vice-presidents.
- Departments protect their own interests instead of the organization.
- Meetings avoid the real issues, or decisions get reopened afterward.
- Problems repeatedly escalate to the CEO.

BUSINESS SYMPTOMS

- Cost overruns, missed deadlines, and preventable rework keep recurring.
- Strategic initiatives begin with energy, then quietly lose momentum.
- Strong people leave because of the leadership culture.
- Previous retreats created promises, but the old behaviour returned.

Stop rearranging the iron filings. Change the magnet.

Visible behaviours are like iron filings on a sheet of paper. New processes, communication rules, and promises can move them temporarily. But the shared beliefs beneath the team pull people back into the old pattern.



Change the beliefs and team dynamics beneath the behaviour.

Transformation first. A new operating system second.

The strategic plan does not transform the team. It gives the transformed team somewhere meaningful to go.

01

SITUATIONAL ANALYSIS

Find the real issue before the room comes together.

02

TRANSFORMATION

Change how the team sees itself, one another, and the mission.

03

IMPLEMENTATION

Install a new operating rhythm so the change survives real work.

THE JOURNEY

1

Map

Beliefs, expectations, friction

2

Confront

Current reality and desired future

3

Commit

Peer-to-peer ownership

4

Align

Vision and critical priorities

5

Reinforce

Real meetings and real obstacles

One leadership team. One mission. A different way of operating.

Find the real issue before the room comes together.

The visible complaint is rarely the core issue. The interviews reveal the shared beliefs and relationship patterns producing the team's recurring results.

01 CEO clarity

Crystallize the current situation, the desired business outcomes, and the CEO's own role in the system.

02 Confidential team interviews

Build trust with every executive and understand beliefs about the team, the future, other departments, accountability, and what is safe to say.

03 Belief heat map

Look for meaningful overlaps across interviews so shared patterns are separated from isolated opinions.

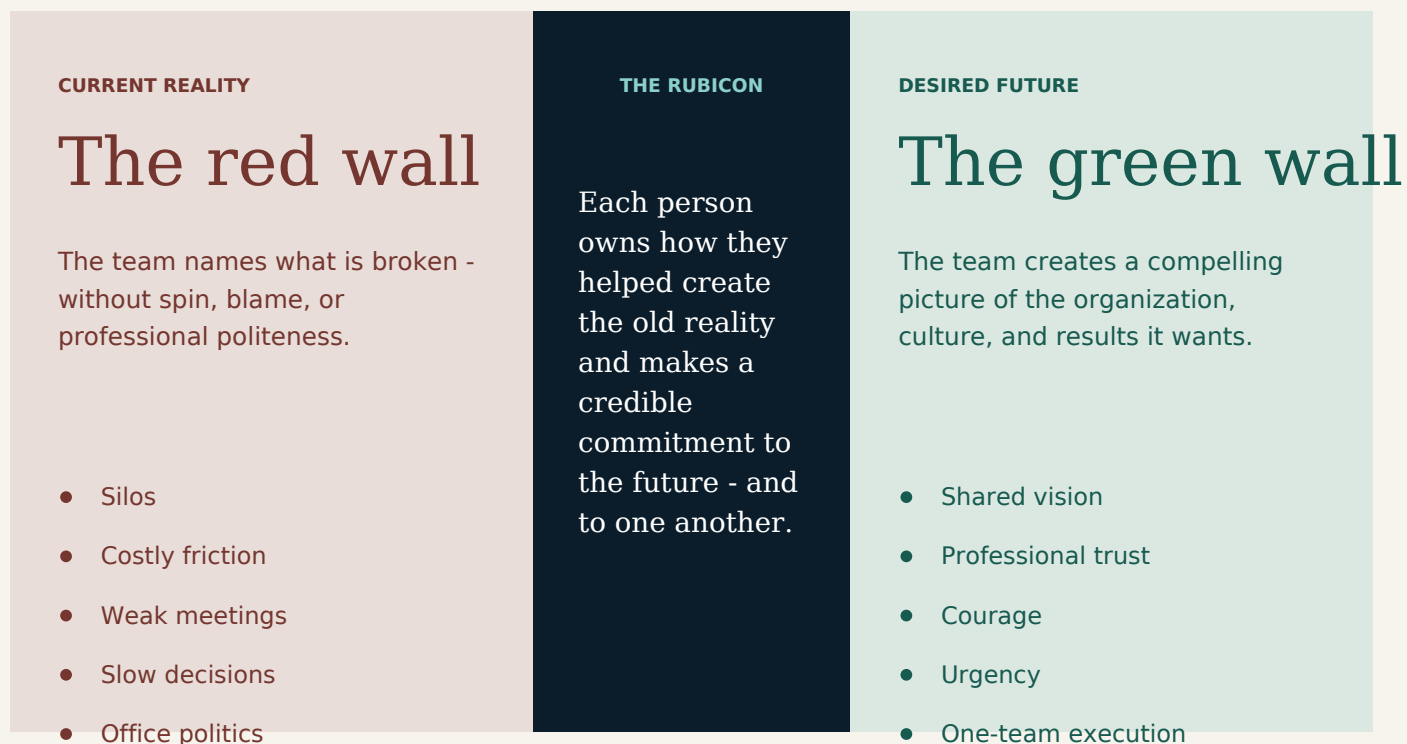
04 Program customization

Design the offsite around the team's real dynamics, personalities, culture, history, and prior attempts to change.

Before the offsite begins, participants know the work will be uncomfortable - and that Umar has their back.

The team crosses a Rubicon.

The team does not get told what the problem is. It sees the pattern for itself, owns its contribution, and chooses a different future together.



WHAT LEAVES THE ROOM

A new identity

The team's loyalty moves from departmental territory to the shared mission.

Critical priorities

Five or six initiatives that must move in the next year.

Initiative champions

Named owners who recruit help and bring obstacles to the full team.

Make the transformation survive contact with everyday work.

The two-day experience creates the shift. The follow-through turns it into a new operating system for the leadership team.

01

Peer-to-peer commitments

Executives commit to one another, creating the loyalty and mutual responsibility of a platoon - not merely compliance with the CEO.

02

Meeting discipline

Routine updates move to email. Expensive leadership-team time is reserved for strategic priorities, decisions, obstacles, and problem-solving.

03

Initiative champions

Each critical priority has an owner who reports progress, admits when they are stuck, and draws upon the full team's intelligence.

04

Three reinforced meetings

Umar attends three monthly leadership-team meetings to gauge the new behaviour, coach the room, and prevent drift.

The executive team becomes the visible model of focus, urgency, honesty, and shared accountability.

Optional individual breakthrough work can remove internal blocks affecting execution.

When the belief system changes, business behaviour follows.

AEROSPACE

From departmental friction to integrated execution

At an elite aircraft-completion company, Purchasing, Project Management, Engineering, and Certification were caught in costly conflict. The transformation revealed that professional trust - not process - was the core issue.

THE SHIFT

Certification specialists were embedded directly within Engineering. The departments stopped operating as adversaries, friction fell, and projects were completed on time and under budget.

TECHNOLOGY / ARC INTERNATIONAL

From discounting to multiple licences at full price

A \$30-million chip-design software company was competing against industry giants. Salespeople routinely discounted because trust had broken down across Marketing, Engineering, Sales, and Support.

THE SHIFT

The default response shifted from "we cannot do this" to "how can we make this happen?" Salespeople began selling multiple licences instead of one - and selling them at full price.

Trust is not a soft issue when it changes speed, margins, execution, and customer responsiveness.

Results shown are client examples and do not guarantee identical outcomes for every organization.

THE RIGHT FIT

This work begins with a CEO willing to look in the mirror.

The program is designed for teams that are capable, commercially important, and genuinely ready for an honest examination of what is producing their current results.

A STRONG FIT SOUNDS LIKE

"Something in our leadership team is producing these results. I may be contributing to it. I am prepared to hear difficult things and make changes myself."

NOT A FIT

A CEO who wants everyone else fixed, a pleasant morale event, a predetermined villain, or transformation without honest participation and follow-through.

THE NEXT STEP

A confidential conversation

Every executive team is different. We begin by discussing what is happening inside yours, what you have already tried, and whether this program is the right fit.

Your team already knows the problems. Let us change what keeps recreating them.

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