



LEADERSHIP DEVELOPMENT TEAM CASE STUDY

Building A High Performing Leadership Team in a Government Branch



THE CHALLENGE

Following a Machinery of Government (M.O.G.) restructure of a high-level public sector organisation operating at a federal level in 2022, a key branch experienced significant change, expanding to encompass five distinct teams. This shift introduced added complexity, increased pressure on staff, and required rapid adaptation to new systems and responsibilities. In response, Senior Leadership Executives identified a need to strengthen the leadership capability, foster a more unified leadership cohort, and support a positive shift in workplace culture across the branch.



SOLUTION

Over the course of 12 months, the EL1 cohort engaged in a three-phase program with CollectiveiQ.

This consisted of:

- (1) personality profiling assessment, 360-degree assessments and individual debriefs,
- (2) a workshop to share the results of the assessments, and identify areas for development as leaders, and
- (3) six half-day Leadership Modules on a monthly basis to build the leadership capability of the cohort individually and collectively.



BENEFITS

Improved Team Synergy

Built stronger collaboration by helping leaders understand individual behaviours and work together more effectively, especially under stress.

Personal Insight & Leadership Growth

Provided deep insights into personal leadership styles, drivers, and blind spots to foster meaningful personal and professional development.

Building Leadership Excellence

Equipped EL1 leaders with the tools to engage, inspire, and manage effectively in hybrid and high-pressure environments.

Building Trust-Driven Team Culture

Created a supportive environment for leaders to step out of day-to-day pressures, connect authentically, and form a unified leadership cohort.

AT A GLANCE

Challenges

- New Teams Formed from M.O.G.
- Silo'd and Isolated Leadership Cohort
- Leadership Too "Hands-On"
- Hybrid Work Challenges

Benefits

- Enhanced Team Cohesion
- Improved Self-Awareness & Growth
- Stronger Leadership Capability
- Safe Space for Real Connection



"Jim's insights, lived experiences and examples were most helpful. The practical tools and insights to assist with leadership and learning how to drive innovation and influence senior stakeholders was a good opportunity to reflect on our leadership style and receive honest feedback"