

12-Week
Quantum Leap
Team Program

Course Overview

Presented By BuildATeam



12-Week Quantum Leap Team Program

Where Teams Stop Surviving and Start Thriving

This isn't just another team development program. It's a guided transformation. One that begins with honest reflection and ends with shared vision.

Over 12 weeks, we explore where your team truly is, through the eyes of the leader and the voices of the team. We get to know the humans behind the roles, uncovering values, communication styles, and untapped strengths. We navigate the emotional terrain of change, understanding why it's hard and how to move through it together. Along the way, we build trust through meaningful connection, reimagine meetings as moments of clarity, and create space for feedback that fuels growth.

This is about more than performance. It's about belonging, alignment, and momentum. It's about turning a group of individuals into a constellation that is connected, empowered, and ready to shine.

1. Leader Lens

A Focused Honest Reflection

The first session invites the team leader to pause and take a reflective snapshot of the team as it stands today.

This is a moment to step back and observe the current dynamics, what's working well, where energy flows naturally, and where friction or disconnects may be holding the team back.

It's not about judgment, but about clarity. By surfacing both the strengths and the sticking points, the leader begins to build a grounded, honest foundation for growth.

This lens sets the tone for the journey ahead: one rooted in awareness, curiosity, and a commitment to seeing the team as a living, evolving system.

2. Teams Eye View

A safe space for the people who live it every day

We listen to understand, not to respond, this is the mantra that anchors this revealing exercise.

In Team's Eye View, we create a space where honesty is welcomed and judgment is left at the door. It's the team's turn to speak freely about what they love, what they like, and what they loathe in their day-to-day experience.

This is more than feedback, it's a mirror held up to the team's lived reality. Everyone sees things differently, and that's the point. By surfacing diverse perspectives, we begin to uncover the deeper dynamics at play.

It's also a signal: what's shared here won't vanish into a void. It will be heard, valued, and used to shape meaningful, positive change.

3. Meet The Humans

Before we build a team, let's meet the people

We shift the spotlight inward to explore what truly drives us. Meet The Humans invites each team member to uncover their core personal values, the guiding principles that shape how they show up at work and in life.

We'll also dive into communication types, helping everyone understand their natural style and how it impacts collaboration. Through reflective exercises and playful interaction, this session builds empathy, clarity, and connection, laying the groundwork for more authentic, valued-aligned teamwork.



4. What Planet Are We On?

Let's understand where we are right now

We bring together the threads from our journey so far, to create a clear picture of where the team currently stands.

It's a moment of reflection and recognition, surfacing the patterns, gaps, and strengths that have emerged. What's become clear is that trust, communication, and inclusion are universal needs, no matter the team or the context.

It's about naming what's real, where everyone is emotionally about the upcoming changes, without judgment, and creating a shared understanding of the terrain ahead. From here, we can begin to build something better, together.

5. Change

It's normal to feel uncomfortable, it means we're growing

Change feels hard because our brains are wired for habit and comfort.

When we step into the unknown, the brain triggers a threat response, even if the change is positive. But this discomfort is actually a sign of growth.

In this session, we explore the neuroscience behind resistance, and how understanding your brain's response can help you move through change with more clarity, confidence, and compassion.



CHANGE

CHANGE MAY FEEL
FEEL UNCOMFORTABLE

6. The Collaboration Hub

A space to play, solve and grow together.

A playful and purposeful space where teams come together to solve, stretch, and grow.

Through creative challenges and reflective moments, this session invites participants to build trust, embrace vulnerability, and experience the power of true collaboration. Expect unexpected briefs, shared laughter, and meaningful insights, all designed to spark connection and unlock collective brilliance.



A SPACE TO PLAY

7. Meetings That Matter

A tool for progress

We deep dive into the purpose and power of meetings. We'll explore which meetings truly deserve a place in the diary, using a 'Call a Meeting' criteria to challenge habits and assumptions.

Together, we'll uncover the why behind meetings, and more importantly, the why not.

Participants will learn how to design and run meetings that are focused, inclusive, and productive. We'll highlight the importance of preparation, purposeful agendas, and listening deeply, especially to quieter voices, where the most insightful contributions often lie.

A meeting is a tool for direction, not detour. When used well, it helps teams navigate complexity with clarity and purpose.



8. Feedback Without Fear

Feedback is not a weapon.... it's a gift

We explore how to give and receive feedback in ways that are kind, considered and constructive.

Through practical tools and reflective exercises, participants learn how to prepare others for feedback, speak with clarity and compassion, share emotional impact, and close conversations with care.

The goal is to create a culture where feedback doesn't feel like an attack, but an invitation to grow, connect, and improve together.



9. Time To Breathe

Subheading

This session explores the power of intentional pause in a hyper-paced work culture.

Learn why constant busyness undermines performance, and how neuroscience reveals that "multi-tasking" is really inefficient task switching.

Through practical insights and real-world reflection, participants discover the cognitive benefits of slowing down, embracing headspace, taking purposeful breaks, and prioritising presence over productivity.





10. On The Journey Together



We are in this together

On the Journey Together

11. Retrospective

Why it's good to look back and learn

On the Journey Together



12. Vision For The Future



Look forward with motivation & passion

As a team, who now understands each other better, we know our strengths and where we need to support each other. So, lets take what we have learnt and put it into practice, so we can travel as a team in the universe of work life, making each day count.



“Connection is all the heart desires”

This is true at work too, so be kind, be supportive and take time to listen.

As the digital world reshapes how we work and connect, our greatest strength remains our ability to understand, empathise and grow.

Lets get back to being human.

