

# Meta Team

**Insight to Impact**

*Transforming Team Performance Globally*

**Case Study** | Leading Global Private Equity Firm

# Key Challenges

A leading private equity firm, is renowned for its exceptionally talented, committed, and loyal professionals. However, to unlock its full potential, they recognised the need to address team dynamics, enhance collaboration, and improve overall performance. Partnering with Meta Team's approach, which aligned well with their culture, the initiative aimed to tackle underlying tensions and elevate team impact and performance.

## Fragmented Collaboration

A high degree of individualism within the team led to limited builds on each other's input and minimal inquiry into differing perspectives.



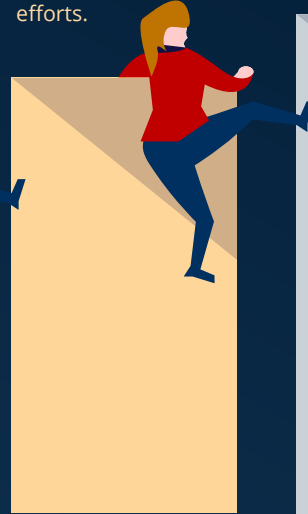
## Pace of Progress

Progress was slower than anticipated due to the company's consensual culture and team members withholding feedback or dismissing challenges too quickly.



## Resistance to Change

The team displayed a "foot on the brake" mindset, often attributing challenges to external factors and hesitating to embrace transformative efforts.



## Diluted Impact

Inconsistency in engagement across key stakeholders risked dissipating the aggregated benefits of the team's shared agenda.



## APPROACH

01

### Team Performance Profiling

Meta Team's diagnostic platform was used to generate insights across all key stakeholder groups.

02

### Stakeholder Alignment

Initial workshops were conducted to align key stakeholders on purpose, key objectives, clarify priorities, and identify hidden cultural dynamics driving resistance within the team.

03

### Tailored Team Workouts

Workouts were delivered to deepen the quality and impact of the team's strategic thinking, foster deeper collaboration, addressing tensions, and provide tools for improved communication and decision-making.

04

### Leadership Coaching

Targeted coaching sessions for senior leaders focused on empowering them to navigate resistance, encourage open dialogue, and foster team cohesion

## OUTCOMES

01

### Improved Collaboration

Teams demonstrated a marked improvement in building on each other's input, fostering greater cohesion and alignment.

02

### Stronger Momentum

Early wins built confidence in the process, enabling the team to move forward with greater clarity and energy.

03

### Deeper Engagement

Once engaged, team members embraced the process with enthusiasm, demonstrating a passion for growth and performance improvement.

04

### Actionable Insights

Workouts uncovered hidden dynamics and opportunities for the team to accelerate progress and enhance team effectiveness.

# Feedback

## HR Lead

*"The MT method was exactly what we needed to unlock deeper collaboration and address challenges we hadn't fully recognised. It felt tailored to us and deeply aligned with our culture."*



## Team Member

*"The quick wins gave us the confidence to push forward, and the clarity on team dynamics has been transformative."*



## Team Lead

*This experience has not only improved our team's performance but has also set a new standard for how we approach leadership and collaboration at EQT."*

