H·Suite

Leadership Team Effectiveness

Helping senior teams think, decide and act together.

A facilitated development engagement strengthening trust, productive challenge, collective decisions and shared accountability.

TRUST • CANDOUR • DECISIONS • ACCOUNTABILITY • ALIGNMENT

THE CHALLENGE

A group of capable leaders does not automatically become an effective leadership team.

Senior teams can contain strong individual leaders while still struggling to create the trust, clarity and collective discipline needed to lead the organisation together.

01 **Functional priorities compete with the interests of the organisation as a whole.**

02 **Important concerns remain unspoken or are raised outside the room.**

03 **Disagreement is avoided, personalised or allowed to delay progress.**

04 **Decisions are revisited because ownership and decision rights are unclear.**

05 **The CEO or a small number of leaders carry too much of the collective load.**

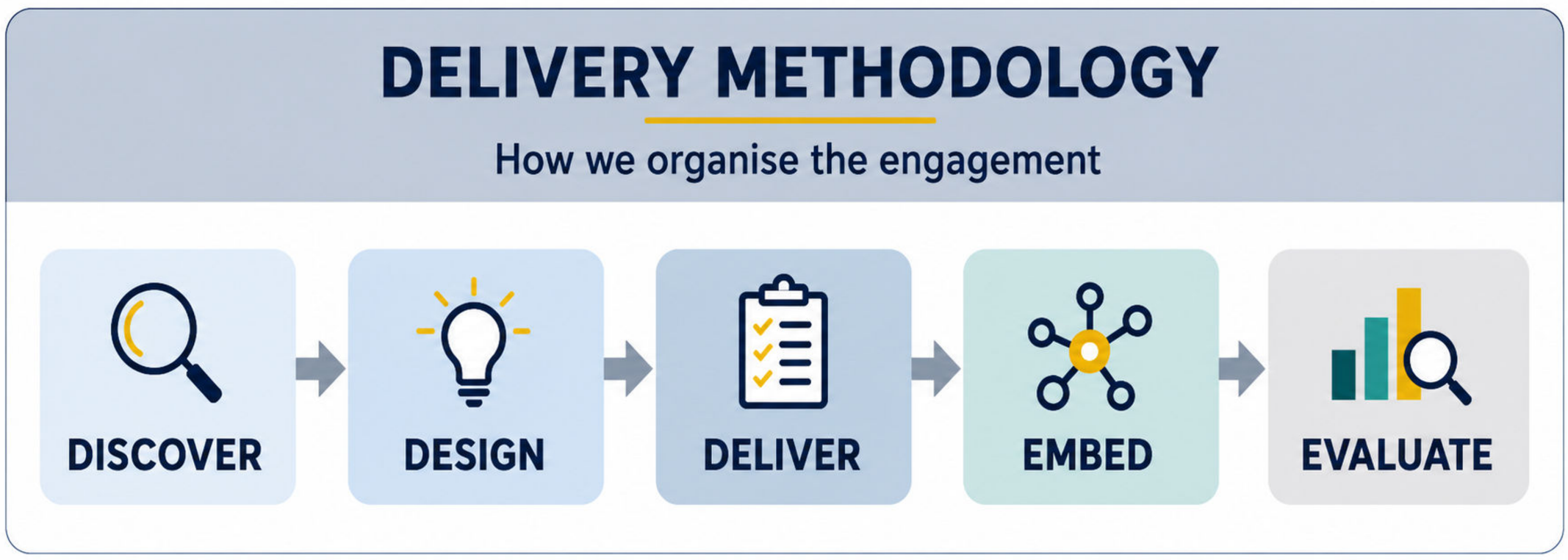
STRONGER TRUST BETTER DECISIONS COLLECTIVE ACCOUNTABILITY

OUR DELIVERY METHODOLOGY

A structured route from team reality to sustained collective practice.

This work begins with the team's real context, relationships and decisions—not with a generic team-building event.

Our methodology provides a consistent structure while the focus is tailored to the team and its organisational mandate.



The work uses facilitated conversation, live organisational issues, agreed experiments and review to turn insight into collective practice.

How we work when the conversation matters.

The H-Suite Way creates the conditions for honest dialogue, thoughtful challenge and practical movement—without prescribing answers or forcing false agreement.

TEAM EFFECTIVENESS FOCUS

Five connected conditions for leading together.

01

PURPOSE & PRIORITIES

Shared mandate • enterprise perspective • strategic priorities • measures of success

02

TRUST & CANDOUR

Psychological safety • honest dialogue • relationship patterns • speaking about what matters

03

PRODUCTIVE CHALLENGE

Constructive disagreement • assumptions • challenge without blame • commitment after debate

04

DECISIONS & ACCOUNTABILITY

Decision rights • role clarity • ownership • follow-through • collective accountability

05

TEAM RHYTHMS & IMPACT

Meeting disciplines • review rhythms • stakeholder alignment • leading across boundaries

The emphasis is agreed after discovery. Work is anchored in live organisational issues so the team improves how it leads while progressing the work it is responsible for.

WAYS TO ENGAGE

The right level of support for the team and the work it must lead.

01 FOCUSED TEAM SESSION

A defined team issue, decision, relationship or alignment challenge.

Scoping followed by a facilitated session or short series using live work.

OUTPUT **Shared understanding, clear choices and immediate commitments.**

02 TEAM EFFECTIVENESS JOURNEY

A senior team strengthening how it relates, decides and acts together.

Diagnostic, facilitated sessions, live application and progress reviews.

OUTPUT **Stronger trust, better decisions and collective accountability.**

03 ONGOING TEAM SUPPORT

A team leading significant strategy, growth, transition or organisational change.
Regular facilitation, coaching, observation and impact reviews.

OUTPUT **A more resilient team able to sustain movement through complexity.**

Executive and senior-team facilitation • strategy and decision sessions • away days • relationship reset • stakeholder workshops • team coaching • evaluation and impact review

EVIDENCE IN PRACTICE

Collective direction strengthened in real organisational work.

CUBIC³

H-Suite worked with Cubic³'s Executive Leadership Team as it introduced OKRs and translated priorities through senior-management and manager levels. The engagement required collective choices about what mattered, how success would be measured and how responsibility would be shared across the leadership system.

EXECUTIVE TEAM • PRIORITIES • ALIGNMENT

ONETWENTY

H-Suite supported OneTwenty's executive and senior leaders to translate growth ambition into clearer roles, delegation and capability choices. The work surfaced where responsibility was concentrated and supported more deliberate leadership and organisational decisions.

ROLE CLARITY • DELEGATION • DEVELOPMENT

The evidence is about organisational work, not manufactured exercises: priorities, roles, decisions and relationships are developed together.

ABOUT H-SUITE

A partner in meaningful organisational movement.

Ciarán Hourican

Managing Director • Executive Coach • Facilitator

Ciarán works with executives, leadership teams and managers to create clarity, strengthen accountability and translate ambition into practical movement. His approach combines honest conversation, thoughtful challenge and a deep commitment to sustainable organisational change.

THE NEXT STEP

Begin with the work the team must lead together.

We explore the team's mandate, current reality and the conversations or decisions that are becoming difficult—then recommend the lightest useful intervention, from one facilitated session to an ongoing effectiveness journey.

STRATEGY INTO PRACTICE

LEADING IN PRACTICE

CAPABILITY SYSTEMS

• Clarify Direction • Restore Agency • Build Capability • Sustain Movement

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