

SBD INSTITUTE

Training | Research | Consulting



ORGANISATIONAL DEVELOPMENT & TEAM PERFORMANCE ACADEMY™

Building High-Performance Organisations. Strengthening Teams. Driving Execution Excellence.

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About the Academy

The SBD Institute Organisational Development & Team Performance Academy™ is a structured capability platform designed to help organisations improve performance by strengthening teams, systems, and workplace culture.

Many organisations struggle not because of poor strategy, but because of weak execution. Common challenges include:

- Misaligned teams and unclear roles
- Poor collaboration across departments
- Unproductive organisational culture
- Low accountability and weak performance systems
- Ineffective communication and feedback systems

This Academy addresses these gaps through a comprehensive portfolio of team performance programmes, organisational development interventions, and performance improvement consulting solutions.

Our Philosophy

We Believe

- Organisational performance is driven by aligned teams and effective systems
- Culture shapes behaviour, and behaviour drives results
- Teams perform best when trust, clarity, and accountability exist
- Execution is the bridge between strategy and results
- Sustainable performance requires both people and process alignment

Our Programmes Are Designed To

- Strengthen team effectiveness and cohesion
- Improve collaboration and communication across departments
- Build accountability systems that drive ownership
- Drive measurable and sustainable performance improvement

Programme Portfolio Overview

Nine specialist programmes addressing every dimension of team performance, organisational effectiveness, and culture transformation:

01 High-Performance Teams Programme™

Building Cohesive and Productive Teams

For: Teams, Departments, Project Groups

03 Team Alignment & Collaboration Programme™

Breaking Silos and Driving Cross-Functional Performance

For: Multi-department Teams, Project Teams

05 Workplace Communication & Effectiveness Programme™

Improving How Work Gets Done

For: All Staff, Teams, Managers

07 Organisational Effectiveness & Execution Programme™

From Strategy to Results

02 Organisational Culture Transformation Programme™

Shaping Performance-Driven Workplace Culture

For: Entire Organisations, Leadership Teams

04 Performance Improvement & Productivity Programme™

Driving Efficiency and Measurable Results

For: Managers, Teams, Operations Units

06 Conflict Management & Team Dynamics Programme™

Turning Conflict into Productivity

For: Teams, Managers, Supervisors

08 Team Building & Leadership Retreats™

Strengthening Relationships, Trust, and Team Culture

For: Leadership Teams, Managers

For: Corporate Teams, Leadership Groups

09 Change Management & Organisational Transition Programme™*Managing Change Effectively*

For: Organisations undergoing restructuring, transformation or growth

Programme Details

01**High-Performance Teams Programme™***Building Cohesive and Productive Teams***PROG.**

Ideal For: Teams, Departments, Project Groups

FOCUS AREAS

- Team dynamics, roles, and interdependencies
- Collaboration and trust building
- Communication effectiveness within teams
- Accountability systems and team commitments

IDEAL FOR

- Teams
- Departments
- Project Groups

02**Organisational Culture Transformation Programme™***Shaping Performance-Driven Workplace Culture***PROG.**

Ideal For: Entire Organisations, Leadership Teams

FOCUS AREAS

- Culture diagnosis and baseline assessment
- Behavioural change strategies
- Values alignment and embedding
- Leadership influence on organisational culture

IDEAL FOR

- Entire Organisations
- Leadership Teams

03**Team Alignment & Collaboration Programme™***Breaking Silos and Driving Cross-Functional Performance***PROG.**

Ideal For: Multi-department Teams, Project Teams

FOCUS AREAS

- Cross-functional collaboration frameworks
- Role clarity and team alignment
- Communication structures between departments
- Reducing organisational silos

IDEAL FOR

- Multi-department Teams
- Project Teams

04

Performance Improvement & Productivity Programme™*Driving Efficiency and Measurable Results***PROG.**

Ideal For: Managers, Teams, Operations Units

FOCUS AREAS

- Productivity systems and workflow design
- Performance tracking and monitoring
- Process improvement and efficiency
- Accountability frameworks and ownership

IDEAL FOR

- Managers
- Teams
- Operations Units

05

Workplace Communication & Effectiveness Programme™*Improving How Work Gets Done***PROG.**

Ideal For: All Staff, Teams, Managers

FOCUS AREAS

- Internal communication systems
- Meeting effectiveness and management
- Feedback culture and communication norms
- Improving workplace interactions

IDEAL FOR

- All Staff
- Teams
- Managers

06

Conflict Management & Team Dynamics Programme™*Turning Conflict into Productivity***PROG.**

Ideal For: Teams, Managers, Supervisors

FOCUS AREAS

- Understanding the sources of conflict
- Conflict resolution techniques
- Managing difficult conversations
- Building healthy and resilient team dynamics

IDEAL FOR

- Teams
- Managers
- Supervisors

07

Organisational Effectiveness & Execution Programme™*From Strategy to Results***PROG.**

Ideal For: Leadership Teams, Managers

FOCUS AREAS

- Execution frameworks and discipline
- Strategy alignment across teams
- Performance monitoring systems
- Results tracking and accountability

IDEAL FOR

- Leadership Teams
- Managers

08

Team Building & Leadership Retreats™*Strengthening Relationships, Trust, and Team Culture***PROG.**

Ideal For: Corporate Teams, Leadership Groups

FOCUS AREAS

- Trust building and psychological safety
- Team bonding and shared experiences
- Communication improvement
- Leadership interaction and collaboration

IDEAL FOR

- Corporate Teams
- Leadership Groups

09

Change Management & Organisational Transition Programme™*Managing Change Effectively***PROG.**

Ideal For: Organisations undergoing restructuring, transformation or growth

FOCUS AREAS

- Change management frameworks and models
- Managing resistance to change
- Communication strategies during change
- Transition planning and stabilisation support

IDEAL FOR

- Organisations undergoing restructuring
- transformation or growth

Advisory & Consulting Services

Beyond structured programmes, the Academy provides organisational development and performance consulting to address systemic issues and accelerate transformation:

Organisational Diagnostics & Performance Audits

- Identifying performance gaps
- Team effectiveness analysis
- Productivity assessment

Culture Transformation Consulting

- Culture design and alignment
- Behavioural change programmes
- Leadership alignment

Organisational Design & Restructuring

- Role clarity and structure design
- Workflow optimisation
- Reporting structures

Performance Systems Development

- KPI frameworks
- Accountability systems
- Performance tracking tools

Delivery Approach

How We Deliver

- Interactive workshops with real organisational application
- Team-based simulations and scenario exercises
- Case studies drawn from real organisational scenarios
- Group exercises and structured peer learning
- Action planning and implementation commitments

Programme Principles

- Practical — grounded in workplace realities
- Behaviour-focused — driving real behavioural change
- Results-oriented — linked to measurable performance outcomes
- Context-specific — tailored to your teams and organisation

Programme Formats

In-Person Workshops

Corporate Retreats

Executive Sessions

Virtual Learning

Hybrid Programmes

Why the Organisational Development & Team Performance Academy

Organisations that invest in team and organisational development achieve sustainable improvements across every dimension of execution and performance:

Stronger Team Alignment

Teams that pull in one direction with clear roles and accountability

Improved Productivity

Systems and behaviours that drive consistent output

Better Collaboration

Cross-functional communication and cooperation

Increased Accountability

Cultures where people own their performance

Sustainable Performance Growth

Lasting improvements embedded in systems and culture

The SBD Institute Organisational Development & Team Performance Academy™ is a comprehensive platform designed to strengthen organisational effectiveness, improve team performance, and drive execution excellence through practical, results-oriented interventions.

*Strategy alone does not deliver results —
execution does. And execution depends on aligned teams, clear systems, and accountability.*

**The SBD Institute Organisational Development &
Team Performance Academy™ partners with organisations
to align teams, strengthen systems, and deliver measurable performance outcomes.**

Strengthening Teams. Improving Systems. Driving Performance.

Contact Us

SBD INSTITUTE

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