



Building cultures where people thrive, do their best work, and deliver results.

At the heart of our work is a fundamental question: How can you drive business outcomes through the culture you offer? Whether you are just starting out in your transformation journey or are looking for additional ways to improve your culture, our deep expertise and tailored offerings can ensure that your organisation will thrive.

Our Three Service Lines

1. Culture & Psychological Safety

Building the conditions where people thrive

2. Leadership & Team Effectiveness

Enabling people to do their best work

3. Strategic Alignment & Navigating Complexity

Delivering results in a changing environment

How We Work

Every engagement is bespoke. We design around your organisation's context, challenges, and ambitions rather than delivering off-the-shelf content. Depending on what is needed, we work through longer programmes, focused workshops, or keynotes and talks. For organisations that want to experience how we work before committing to a larger engagement, a fireside chat or introductory workshop is a natural starting point.

Programmes — Multi-session engagements with depth and continuity

Workshops — Focused, experiential sessions on specific themes

Keynotes & Talks — Engaging entry points that build trust and curiosity

SERVICE LINE 1

Culture & Psychological Safety

Building the conditions where people thrive

Culture is not a set of values on a wall, it is the lived experience of how people work together every day: what gets rewarded, what gets tolerated, what never gets said. When the culture is not working optimally, people feel it long before they can name it. This service line addresses that gap, from diagnosis through to sustained change.

Offerings

- **Fearless Organisation Scan**

Diagnostic | Standalone or as programme entry point

A validated diagnostic tool developed by Professor Amy Edmondson that measures psychological safety across teams. The scan provides a clear, data-driven picture of where people feel safe to speak up, challenge, contribute and innovate, and where they do not. It is a powerful starting point for any culture conversation, giving leaders evidence rather than assumptions to work from.

- **High Performance Culture**

Workshop | Half-day or full-day | Also available as a fireside chat

What does high performance actually look like when it is sustainable? This workshop challenges the assumption that performance means working harder or longer, and explores what organisations need to build, so that excellence and wellbeing are not in tension with each other.

- **Cultivating Coaching & Learning Cultures**

Programme | Multi-session, typically 4 to 6 months

A sustained programme that supports organisations to shift from a culture of telling to one of curiosity, where coaching behaviours are embedded in how leaders and teams operate. This goes beyond skills training, it works on the mindsets, habits, and structural conditions that allow a coaching culture to take root and be sustainable.

- **Creating & Maintaining Psychological Safety**

Workshop or programme | Half-day or full-day | Also available as a fireside chat

A stand-alone or series of practical, experiential workshops grounded in Amy Edmondson's research. Participants explore what psychological safety means in their own context, what undermines it, and what leaders and teams can do to build it intentionally. Often paired with the Fearless Organisation Scan for maximum impact.

Leadership & Team Effectiveness

Enabling people to do their best work

Most organisations have talented people, but the question is whether the conditions exist for those people to lead well together, not just individually. This service line works with leaders and teams on the shift from individual capability to collective effectiveness, grounded in our Anchored, Aligned & Accountable framework*.

Offerings

- **Anchored, Aligned & Accountable***

Signature framework | Applied across individuals, teams, and organisations | Also available as keynote

Our distinctive lens on what makes leadership and teamwork effective. Are leaders anchored in shared, lived values? Are teams aligned on purpose and goals? Are individuals and groups accountable to themselves and to each other? This framework runs through everything we do in this service line and provides a common language for the organisations we work with.

- **Senior Leadership Team Effectiveness**

Programme | Diagnostic-led, multi-session

For leadership teams, partnerships, boards, or executive committees that need to function as more than a collection of capable individuals. Using the 6 Team Conditions framework and Team Diagnostic Survey, we surface and explore what is getting in the way and design a programme that builds the team's capacity to lead the organisation together.

- **Intentional Leadership**

Workshop | Half-day or full-day | 1:1 Coaching

A workshop for leaders who want to move from reactive to intentional leadership. What kind of leader are you choosing to be, and how do you want to shape the culture around you? This is practical, reflective work that gives participants a clear picture of what it means for them to lead intentionally.

- **Experiential Leadership Development**

Programme or workshop | Uses LEGO® SERIOUS PLAY®, Time to Think, Adaptive Leadership, and other experiential methods

Leadership development that goes beyond content delivery. Using experiential methodologies, participants work with ideas physically and collaboratively, surfacing insights that conventional training does not land. Designed for emerging and established leaders who learn best through experience.

* based on the 'Anchored - Aligned - Accountable' framework developed by Aiko Bethea in her book of the same name

Strategic Alignment & Navigating Complexity

Delivering results in a changing environment

Strategy and culture go hand-in-hand. This service line works at the intersection: enabling organisations connect what they are trying to achieve with how their people actually work, particularly in environments where change is constant and complexity is increasing.

Offerings

- **Culture Alignment to Strategy**

Programme | Multi-session, designed around the organisation's strategic cycle

For organisations that have a clear strategy but recognise that the culture is not yet configured to deliver it. We work with leadership teams to identify where culture and strategy are misaligned, and to design deliberate interventions that close the gap. Useful at the start of a strategic planning cycle, after a significant change, or when leaders sense a disconnect between direction and execution.

- **Navigating Complexity**

Programme | Multi-session workshops

For organisations operating in environments facing messy, complex challenges. This explores what it takes to lead, sense-make and make progress in the face of uncertainty and complexity drawing on frameworks such as adaptive leadership. A strong speaking option for conferences and leadership events.

- **Tackling Specific Complex Challenges**

Stand-alone Workshop | Multi-session workshops

Applying the Adaptive Leadership framework from the Harvard Kennedy School of Government, we guide a team through the process of diagnosing, exploring, generating ideas and experiments, in order to make progress on complex challenges that your organisation is facing. This is a hands-on methodology where real challenges get tackled in the room using a shared language for complexity-thinking.

Our Methodologies & Tools

Across all three service lines, we draw on a range of established and accredited methodologies. These include Professor Amy Edmondson's Fearless Organisation Scan, Adaptive Leadership, the 6 Team Conditions framework and Team Diagnostic Survey, LEGO® SERIOUS PLAY®, Leadership Agility®, Nancy Kline's Time to Think, Peer-to-Peer Consulting and the Strength Deployment Inventory (SDI). We select and combine these based on what each engagement needs, not as a fixed toolkit.

Who We Are



Eadine's Story

Having spent the first 13 years of my career in the corporate world – with international experience at Accenture, GE Capital and IFG – including COO roles of two joint ventures, I chose to make a pivot so I could more flexibly balance work and family life. By then I had lived in 6 countries, worked in 5, and had a real curiosity about leadership, culture and the benefit of learning from different perspectives.

This led to a career in leadership development and coaching which has stimulated me for the last 18 years, empowering people as they navigate change and complexity.

What drives me? Creating learning cultures where people can thrive and do their best work – for themselves, their organizations and their clients. In 2025, I had a case study published on cultivating cultures of excellence by the Fearless Organisation. My approach blends a diagnostic perspective from my actuarial background (yes, I was a maths nerd!) with coaching and complexity thinking.

Qualifications: MSc in Business & Executive Coaching (Smurfit), MBA, Bachelor of Actuarial & Financial Studies, certified Leadership Agility® coach, Lego® Serious Play® facilitator, Fearless Organisation practitioner and 6 Team Conditions team coach.



Katie's Story

I spent 20 years as a lawyer across the UK, Ireland, and the US, including as Managing Partner of DAC Beachcroft Dublin, where I scaled the practice from one employee to over 50 and served on the global Executive Board. Leading that growth showed me that people drive everything in organisations, and that's where I wanted to focus.

In 2018, I launched my practice as a Leadership Development Consultant and Executive Coach. Today, I work with senior leaders and teams across industries, supporting them build high-performance cultures rooted in psychological safety, honest reflection, and the courage to challenge industry norms.

My approach starts with empathy and understanding. I've led teams, made mistakes, felt the weight of being the "expert," and experienced vulnerability as a leader. I'm in the room because I care, and because I've been where you are. My workshops give leaders evidence-based frameworks to transform culture, sharpen execution, and unlock collaboration during growth and change.

Qualifications: MA Law (Cantab), MSc in Business & Executive Coaching (Smurfit), Diploma in Change & Transformation, Lego® Serious Play® facilitator, 6 Team Conditions team coach and Fearless Organisation practitioner.