PROGRAM SUMMARY

Better decisions happen when every perspective is heard.

Team effectiveness training that helps leaders break down silos, bring in different viewpoints and build real alignment around the decisions that matter.

BEFORE THE MEETING

A decision moves forward before the right people are consulted.

ACROSS TEAMS

A cross-functional project stalls because teams work in silos.

IN THE ROOM

Everyone nods, then the concerns come out afterward.

AROUND THE TABLE

A few voices dominate while others stay quiet.

When perspectives stay separate, teams decide with only part of the picture. **Fierce Team** gives leaders and teams a structured way to bring in many, even competing, viewpoints, so decisions are better and people stand behind them.

Is this the challenge your organization needs to solve?

HR and L&D get one shared approach to inclusive decision-making. Team leaders use it on the real issues that cross functions, roles and perspectives.

- Important decisions get made without the right people at the table
- Teams or departments work in silos and priorities compete
- Meetings collect input, but not every voice is really heard

What participants practice

1

Frame the issue clearly

Define the issue, why it matters, the ideal outcome, the background, what has been tried and the help you want from the group.

2

Bring in the right perspectives

Go beyond the usual voices. Invite people who see it differently and give them the context to contribute their best thinking.

3

Lead an inclusive decision conversation

Listen with curiosity, make room for every voice, summarize what you heard and follow up after the decision.

A practical workshop, built around real decisions

Participants bring a real issue or decision and practice the Beach Ball conversation with colleagues. They leave with a repeatable way to decide well when many perspectives matter.

See the program and plan your team session →

2.5M+
people trained

100+
countries

Top 20
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See the whole Beach Ball.
Make a stronger decision.

Before your next important team decision	TRY IT TODAY
The issue One decision, opportunity or recurring problem	
Why it matters What is at stake?	
The ideal outcome What would success look like?	
What we know so far Background and context	
What has been tried Actions or options considered	
The help I want Ideas, risks, questions or challenges to my thinking	
Whose perspective is missing? Who sees a different stripe of the Beach Ball?	

INSTEAD OF
"I already know who should be in the meeting."

TRY
"Who sees this differently, and what might they help us notice?"

Different perspectives widen the picture. This is a preparation exercise, not the complete Fierce Team model.

What to look for after training

- [ ] More voices included in important discussions
- [ ] Wider perspectives considered before decisions
- [ ] Less rework from missed stakeholders or assumptions
- [ ] Stronger alignment and collaboration across teams
- [ ] Clear follow-up after every decision

How it fits your team

Core workshop · 2 hours
Instructor-led, with reflection and practice on real decisions

In person
For intact or cross-functional teams

Live virtual
For distributed teams

Real play
Practice on an issue participants actually own

Your advisor
Recommends the right format and scope

BUILDING INTERNAL SUPPORT? USE THIS

We want our leaders to make better decisions by hearing the perspectives that usually get missed. Fierce Team gives them a shared way to prepare, invite the right voices and build alignment around real work.

> **"Fierce is now embedded in our organization. People are speaking up, and they're doing so in a way that's courageous, tactful, and far from limiting."**
> Tiffany Austin, Senior Internal Learning Consultant, Symetra

Bring one important decision. Plan a stronger way forward.

Book a 20-minute planning call with a Fierce advisor. Bring your team size, timing and one decision or recurring challenge.

Plan your team session →
Pick a time on the program page