

BUSINESS CASE

Unified in vision, aligned in
execution: shaping a high-
performance team

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Challenge

An international asset management firm was undergoing integration and growth. The main challenge was aligning the leadership team within a high-demand environment: a competitive market, strong external pressure, and an organization in the process of redefining its mid-term vision.

Although the executive team was highly specialized and individually committed, it lacked a shared vision, an updated governance structure, and a common working model. This led to working in silos—where individuals or teams operated independently rather than collaboratively—resulting in misalignment and tensions that jeopardized progress toward strategic objectives, including international expansion and readiness for significant structural change.

Key talent management challenges were also evident: absence of quality dialogue spaces, decisions disconnected from the new direction, signs of fatigue and demotivation, and weak cross-functional collaboration.

The risk was clear: failing to address these issues could compromise growth potential and threaten all the progress achieved so far.





Solution

A strategic intervention was carried out with a focus on aligning the executive team.

The approach was structured through an intensive multi-day offsite, resulting in concrete commitments and action goals, all designed for rapid implementation over six months.

1

Team diagnosis

Using Patrick Lencioni's methodology, we identified key improvement areas such as trust, conflict management, and collaboration dynamics.

2

Revisiting the collective vision

The leadership team co-developed a five-year narrative aligned with the company's values and purpose.

3

Leadership model

Team-wide commitments were defined to foster cohesive leadership behaviors aligned with the new vision.

4

Listening spaces

Dialogues and empathy-building dynamics were created to reduce friction stemming from differing viewpoints within the team.



Results & impact

- A consensus was reached on the **most critical challenges**, along with active commitments to address them.
- **New rules of engagement** were established: decision-making models, leadership behaviors, and structures for cross-functional collaboration.
- The team regained a **sense of shared purpose and pride**, essential for long-term sustainability.
- **Clear progress indicators** were defined, with specific owners, timelines, and allocated resources.

Thanks to Talengo's strategic support, the organization succeeded in aligning vision, leadership, and operations—even within a highly complex context—thus laying the foundation for lasting transformation.



Key success factors

- **In-depth executive team diagnosis** from the perspective of culture, purpose, and leadership.
- **Participatory process design** that fosters leadership engagement and co-ownership.
- **Proven, tailored methodology** adapted to the client's actual challenges and based on high-performance team models.
- **Expert facilitation by Talengo**, which enabled the necessary space for difficult conversations and sustainable agreements.

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Turning a group of experts into a high-performing team is not a matter of chance—it's the result of deliberate strategy.

At Talengo, we have the expertise to guide you.

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