

# THE 5 X 5 MODEL<sup>®</sup>

Embedding an Intentional Culture



Leadership and  
Organisational  
Change  
Programme



*“Change before  
you have to”*

*Jack Welch*



# The 5 x 5 Model<sup>®</sup> Leadership and Organisational Change Programme

## COURSE OUTLINE

This 6-month online course is for senior leaders, executives and directors who are interested in learning how to deliver transformational organisational change easily. Prioritising leadership development by embedding the 5 essential team functions required to deliver high performance, this training programme will give you the knowledge, skills and tools you need to enable systemic change in your workplace.

You will learn about:

- The 5 x 5 Model<sup>®</sup>, a performance management framework proven to redesign organisational culture and improve team and organisational performance.
- How organisational culture is created and how to shape an intentional culture that will support your organisational ambitions, objectives and outcomes.
- The power of relationships and effective communication as the basis of psychological safety and trust so you can implement innovative new practices.
- The value of team alignment and interdepartmental collaboration to maximise resources throughout your organisation.
- The benefits of introducing a flexible organisational structure in order to deliver agile responses to changing circumstances.
- The benefits of clearly defined goal setting and strategic decision-making to continue to grow as an organisation.

The course has 6 modules that are delivered virtually monthly. Each module involves 8 hours of direct learning including:

- 2 hours of online course content
- 2 hours of partnership-focused accountability discussions
- 2 hours of supervised discussion focused on embedding
- 2 hours of self-directed learning

## COURSE STRUCTURE



## INTRODUCTION

### Overview of The 5 x 5 Model®

## MODULE 1

### Intentional Culture

## MODULE 2

### Psychological Safety

#### Learning Outcomes include:

- ✓ Understand the 5 dysfunctions of teams and how they can undermine organisational success and growth
- ✓ Learn about the 5 essential team functions and how they address the 5 dysfunctions of teams
- ✓ Understand how The 5 x 5 Model can be utilised as a multi-modal approach to introducing organisational change
- ✓ Recognise how The 5 x 5 Model differs from other performance management frameworks
- ✓ Experience team alignment exercises and relationship building tasks

#### Learning Outcomes include:

- ✓ Understand the key components that comprise organisational culture
- ✓ Recognise how to collaboratively explore culture throughout the organisation
- ✓ Learn how to design an intentional culture
- ✓ Develop awareness of how to introduce culture change within the organisation
- ✓ Utilise The 5 x 5 Model Culture Assessment tool in your organisation

#### Learning Outcomes include:

- ✓ Understand what psychological safety is and why it is important
- ✓ Understand relational intelligence and how it creates psychological safety and accountability
- ✓ Learn how psychological safety can inform the development of an intentional organisational culture
- ✓ Understand and implement key team and group-based activities to create trust

## MODULE 3

### Team Alignment

#### Learning Outcomes include:

- ✓ Understand the importance of team alignment to a shared purpose and vision
- ✓ Learn about key team alignment activities that can quickly establish coordination and trust
- ✓ Understand the value of trust and orientation in the organisation
- ✓ Utilise the Trust/Orientation Matrix tool to identify requirements for growth
- ✓ Learn to create cohesion, strengthen commitment and invite psychological safety

## MODULE 4

### Defined Team Structure

#### Learning Outcomes include:

- ✓ Recognise the different types of organisational structure and how they work
- ✓ Understand the systemic processes that occur within organisational systems
- ✓ Learn how to recognise, understand and challenge unhelpful processes that occur in organisational structures
- ✓ Identify how to introduce flexible and accountable team structures to maximise outputs and throughputs
- ✓ Learn how to develop agility and responsiveness to address rapid changes

## MODULE 5

### Goal Setting

#### Learning Outcomes include:

- ✓ Understand the value of micro- and macro- goal setting throughout teams and the organisation
- ✓ Implement The 5 x 5 Model expansive discussion framework and The 5 x 5 Model Strategic Development Framework
- ✓ Identify the benefits of collaborative goal setting and the requirements for implementation
- ✓ Understand project management processes leading to coherent goal setting and strategic action planning

## Enrolment on this programme includes:

- ✓ Recommended reading to support your development and understanding of the principles behind The 5 x 5 Model®
- ✓ The 5 x 5 Model Modular Guidebooks
- ✓ The 5 x 5 Model 1-year license
- ✓ 1- year 10% discount on future training

## COURSE REQUIREMENTS:

You will be required to apply your learning from this course into your work setting as part of a work-based project.

You will need to be able to convene regular team meetings with your affiliate team(s) over the length of this programme.



## COURSE PRESENTERS

### Matthew Adam

**Matthew Adam** is the Director of Systemic Solutions Consulting, Ltd, a consultancy specialising in organisational change and supporting organisations to deliver high performances.

Matthew developed the 5 x 5 Model® so introducing systemic change in organisations can be simple and easy. He has used this approach when working with multiple organisations in the NHS, VCSE, fitness, primary care and housing sectors. He is also a Psychotherapist and Supervisor with over 20 years of experience working in independent and NHS mental health services and has worked closely with public, charity and independent sector organisations to help them support their employees to improve their mental health and emotional wellbeing.



### Dr. Andrew Davies

**Dr. Andrew Davies** is the Founder and Director of Healthcare Innovation Consultancy Ltd., a consultancy devoted to improving organisations by building world class leaders and managers.

Qualifying as a Medical Doctor in 1998, and becoming a GP Partner in 2002, Andrew has been at the forefront of healthcare improvement for the last 22 years. As the Clinical Chief Officer of Warrington & Halton CCG, Andrew has led organisational change and improved healthcare service delivery since 2012 and has led award-winning teams for their contribution to Primary Care improvement, Improved Access to Psychological Therapies and Community Rapid Response services. Andrew's innovative work and achievements have been recognised both nationally and internationally.



TO REGISTER YOUR  
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