

TeamLIFT™ Webinar

Elevate your team



1. Introduction

Let's get to know each other



Quick Introduction



I'm a team coach, facilitator and consultant specializing in leadership, team development and practical assessment-driven change. I help teams translate insights into clear, prioritized actions that improve performance and collaboration.

- **Expertise:** M.Sc, MBA with 25+ years in R&D and organisational change.
- **Background:** Extensive career at Roche as a scientist and business leader in large-scale transformations, leaders and leadership team coaching.
- **Founder:** Established Business BOOST Services GmbH in 2024 to support leaders and teams to re-create inspiring and effective organisations.
- **Portfolio:** Includes leadership coaching, **TeamLIFT**, a holistic diagnostic & 90-day plan tool, change management and transformation implementation.
- **Approach:** Scientific understanding combined with pragmatic, people & business outcome-oriented facilitation and coaching.



INTEGRITY, COMMITMENT, PASSION — our values in everything we do.



Webinar Objectives



01

Introduction



02

**Teams &
Performance**



03

TeamLIFT



04

**Who can use
TeamLIFT**



2. Teams & Performance

Where are we ?



75 %

On 95 cross-functional teams from 25 leading corporations, about **75% failed on at least one of these:**

- meeting budget
- staying on schedule
- staying aligned with specifications
- achieving customer expectations

Behnam Tabrizi, Gary W. PK. Chan, and Kevin Lam,
"75% of Cross-Functional Teams Are Dysfunctional,"
Harvard Business Review, June 23, 2015.



Why are we talking about Teams ?

23%

Engaged
Employees (Global)

77%

Disengaged or
Actively
Disengaged

High Engagement Impact

- **+21%** profitability
- **+17%** productivity
- **-41%** absenteeism
- Disengaged employees cost the global economy **US\$7.8 trillion** (~11% of global GDP).
- *Source: Gallup, State of the Global Workplace*

New Leaders Fail

38–50% fail within 18 months, mostly due to people challenges.

Source: CCL, Leadership Derailment Research

Business Impact

67% of strategies, **>70%** of transformations fail due to poor execution and misalignment.

Source: Bridges Business Consultancy / HBR


Well-being

77% have experienced burnout; **42%** left their job because of it.

Source: Deloitte, Burnout Survey

Team development is a business-critical investment, not just a "nice to do".





**“Coming together is a beginning.
Keeping together is progress.
Working together is success.”**



Henry Ford



What is missing: a end-to-end tool

Analyse des modèles de recherche existants et de leurs dimensions clés.

Hackman's 5 Conditions

- Real team
- Compelling direction
- Enabling structure
- Supportive context
- Expert coaching

Google Aristotle

- Psychological safety
- Dependability
- Structure & clarity
- Meaning of work
- Impact of work

Patrick Lencioni

- Absence of trust
- Fear of conflict
- Lack of commitment
- Accountability
- Attention to results

Team Coaching Int.

14 Dimensions:

- 7 "Productivity"
- 7 "Positivity"

Common Academic Syntheses

~6-10 clusters including:

- Team composition & Task design
- Leadership style/behaviors
- Processes (Communication, Learning)
- Emergent states (Trust, Safety, Climate)

In summary: Although the models vary (from 5 to 15+ parameters), they converge on the same pillars: **clarity, structure, leadership, relationships, processes, and learning.**



3. TeamLIFT

What is it ? How does it work ?



TeamLIFT Requirements

1. Be Holistic

Diagnose all factors influencing effectiveness. Cover the full system, not only a subset.

2. Be Quick

Max 25 mins to complete. Simple, accessible, and mobile-friendly.

3. Be Robust

Grounded in research (Hackman, Google Aristotle, Lencioni).

4. Be Clear

Make insights obvious. Detailed reports and guided debriefs.

5. Be Personalized

Tailored plans identifying Top 5 priorities based in data: no guessing.

6. Be Actionable

Link insights to development steps. Ready-to-use facilitation guides to deliver business impact.

This is why we developed **TeamLIFT**: a team operating system for **holistic diagnostics, root-cause analysis, and actionable & personalized development plan.**



TeamLIFT: The Team Operating System

People Engagement

Analyzing **the human side of performance** through 6 key categories:

- **Sense of Purpose**
- **Belonging**
- **Identity and Culture**
- **Effective & Inspiring Leadership**
- **Wellbeing, Growth & Engagement**
- **Confidence in Org & Leadership**

Team Effectiveness

Optimizing systems and operations through 5 strategic pillars:

- **Goals & Objectives**
- **Adaptability & Agility**
- **Enabling Structure and Processes**
- **Team Cohesion**
- **Collaboration & Ecosystem Management**

TeamLIFT Process



1. Diagnose

25-minute online team survey covering all key drivers of effectiveness.



2. Analyze

Clear report summarizing outcome and Dashboard communicating key figures and dynamics.



3. Understand

Guided debrief with TeamLIFT coach to clarify the outcome and share a common view of reality.



4. Act

Tailored development plan with ready-to-use workshops and facilitation guides.



5. Implement

Unlock team potential by running the tailored workshops and activities.

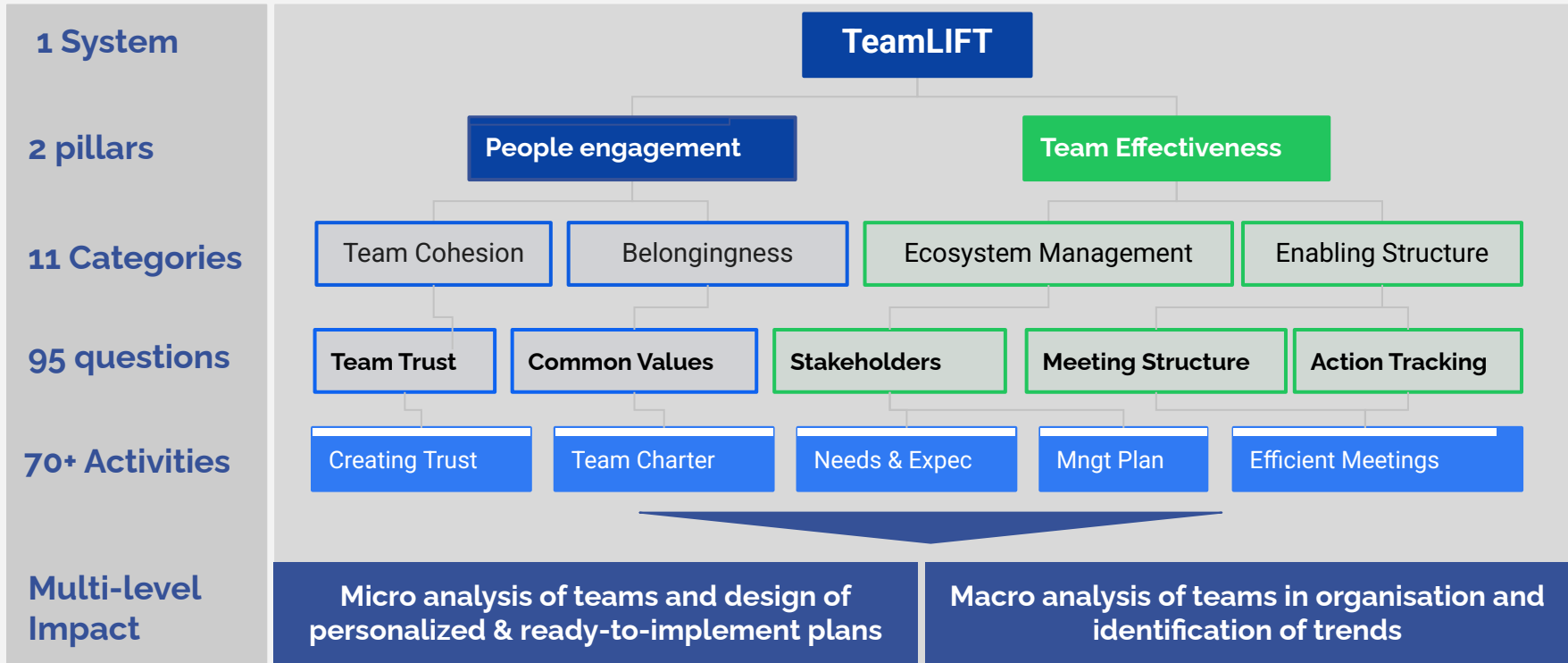


6. Review

Repeat every few months to track progress and adjust.



TeamLIFT: a full Team Operating System



What is Different with TeamLIFT

1. From survey to system

Turns a diagnostic into a **concrete operating system** for the team.

3. From one-off events to continuous improvement

Light, repeatable cycles (6–12 months) to re-assess and refocus.

4. From leader burden to leader enablement

Gives leaders **transparency, confidence and framework** to lead efficiently.

2. From generic advice to tailored plan

Personalized plan based on profile:

- 3-5 core focus areas
- Suggested Workshops & activities (standups, retros, etc.)
- Measures of progress / impact

5. From individual view to whole-team system

Looks at the **whole system**: clarity, structure, leadership, norms, workload, collaboration, learning.

TeamLIFT: The end-to-end catalyst for sustainable team performance.



4. Who can Use TeamLIFT?

Leaders, HR Professionals, Coaches



Who is TeamLIFT for ?

One Team

COACHS

Scope: one or several Teams

Role: Internal or external Coach / Business Manager

Use: Diagnose + Development plan to debrief, facilitate

TEAM LEADERS

Scope: One Team

Role: Team leader

Use: Better understand team strengths and areas to develop, Team journey accélération, increase team impact and well-being

Organisations

RH / PEOPLE / OD

Scope: Cross Organisational

Role: HRBP, OD, L&D, People Ops

Use: Organisational analysis, team foundation reinforcement, team development homogenization, cultural development.

SENIOR / EXEC. LEADERS

Scope: Departement / Business Unit

Role: Director, VP, CxO

Use: Organizational development / legacy, transformation implementation, strategic alignment.



Team Leaders

Who

Leaders/Managers of single teams who want to elevate their team, grow their leadership, and accelerate impact.

Value Proposition

- Simple, self-service way to diagnose the team and get a clear, actionable and personalized plan.
- Concrete scripts and workshops to run with the team.
- Faster improvement in collaboration, delivery, and engagement.

Revenue Model

- Per-team 1 off assessment
- Diagnostic and workshop facilitation
- Upsell: extra cycles, sessions.
- Potential "team leader bundle" for multiple teams.

Option A – Core “Team Diagnostic & Plan”

- 1 TeamLIFT assessment, Analysis & report
- 1h debrief with the leader
- 2h workshop with the team (align on Top 5)

Price: CHF 1,750 (Pilot: CHF 1,490)

Option B – “Diagnostic + 5 Workshops”

- Everything in Option A
- 5 × half-day facilitated workshops
- Topics: Roles, norms, feedback, flow, learning

“Light”: 3 half-days at CHF 6,500

“Intensive”: 5 half-days at CHF 9,000



Independent Coaches

Who

Coaches (external or internal) seeking a robust, research-based tool to anchor their practice.

Value Proposition

- Holistic diagnostic + development plans.
- Low-cost "Team Check-up" as a door opener.
- Higher perceived professionalism.

Revenue Model

- Certification program.
- Credits fro team assessments.
- Optional add-ons.

TeamLIFT Coach Certification

- 2-3 half-days training (online/in person).
- Includes model, report reading & sales.
- 1 free TeamLIFT assessment included.

Price: CHF 1,900 (Promo: CHF 1,500)

Per-Assessment Analysis Fee

Certified coaches are invoiced per team for survey hosting, automated plans, and reporting.

Price: CHF 490 per team



Senior / Executive Leaders

Who

Directors, VPs, and C-level leaders who want a common, systemic approach to managing all teams in their perimeter and creating strategic alignment, performance, and engagement.

Value Proposition

- One integrated framework and language for "what good looks like".
- Portfolio view: see strengths, gaps, and risks across all teams.
- Support strategic execution: align team ways of working.

Revenue Model

- Multi-team / departmental subscription (by number of teams).
- Implementation package (onboarding, comms, training).
- Upsell: custom analytics, leadership offsites.

Option A – Department Pack (up to 10 teams)

- Multi-team dashboard
- 2 diagnostic cycles / year (Reports, debrief, Development plans per teams)
- Online onboarding for managers

Price: CHF 17,500/year (CHF 1750/team)

Option B – BU Pack (up to 10 teams)

- All of A
- Half-day training for leadership team

Price: CHF 20,000/year (~600/team)

Core offering included:

TeamLIFT for Departments, wide diagnostics, OKR integration option.



HR / OD professionals

Who

HRBPs, Talent, OD and L&D professionals seeking a robust tool to analyze organizational needs.

Value Proposition & Core Offering

- Data-driven view of culture & team effectiveness drivers.
- Identify systemic gaps & cross-org analytics.
- Enablement kits & playbooks for HR support.

Revenue Model

- Enterprise subscription (tiered by org size).
- Services: rollout design, trainer certification.

Option A – HR Analytics Starter

Up to 40 teams: Org-wide analytics, heatmaps, trends.

Price: CHF 40,000/year

Option B – Internal Facilitator Certification

From 6 to 12 members: All of A + internal facilitator certification.

Price: CHF 9,000 - 15,000

Option C – Strategic Partnership

100 teams: All of B + design of leadership/culture programs.

Price: CHF to be determined based on analysis of needs



Our Mission is to support leaders, teams and organizations to be engaging, inspiring and effective.

Core Offerings



Leadership Development

- => **Leadership Development Accelerator** Program for Emerging Leaders.
- => **Leaders Coaching** (Advance leadership skills & capability building)



High Performing Teams

- => **TeamLIFT: Team Development Operating System**
- => **Team Coaching** to High Performance
- => **Workshop facilitation** Strategy, Retrospective



Organizational Effectiveness

- => **Strategic consulting & alignment**
- => **Transformation Implementation**
- => **Organisational Effectiveness** and strategic alignment to impact delivery.



Change Management

- => **Change Management** (Communication, training)
- => **People engagement** strategy
- => **Organisational alignment** from strategy to impact

Why working with Business BOOST Services GmbH

- **We understand your reality:** Dual scientific and business education with 27 years of experience
- **No guesswork, no one-size-fits-all workshops:** We diagnose your current reality in order to design the most personalized and impactful interventions
- **Truly personalized:** Each leader, each team, each organization is unique. We design interventions tailored to your needs
- **From design to implementation:** We support you until the full implementation of your strategy, structure, culture
- **Focus on engagement and performance:** We aim for organizations that are both happy and productive

Next Steps & Contacts

You share our vision for the future? Let's discuss !

[Schedule a Discovery Call](#)

Email: christophe.gardes@businessboostservices.com

Phone: +41 79 388 21 71

Website: [Business BOOST Services GmbH](#)

Primary Contact: Christophe Gardès, Founder & CEO

Thank You!

Let's stay connected and elevate your team together.



Get in Touch



Explore TeamLIFT



Schedule a Free Consultation



Scan to email us directly with any questions.



TeamLIFT

Lift your team with clear insight and a tailored development plan

TeamLIFT is a survey-based framework that diagnoses how your team is really doing and turns the results into a practical, step-by-step plan for better collaboration, engagement, and performance.

What if you could lift your team and see the impact in less than 90 days?



Develop your Team



Become TeamLIFT Coach



Contact & Info



Scheduling [Ⓜ]

Event types

Single-use links

Meeting polls

Search event types



Christophe Gardès

30 Minute Meeting

30 min • Google Meet • One-on-One
Mon, Tue, Wed, Fri, hours vary

<https://teamlift-bbs.carrd.co/>

<https://calendly.com/christophe-gardès-businessboostservices/30min>