

THE 5 CONVERSATIONS EVERY LEADERSHIP TEAM MUST HAVE

Leading for the now and
the future

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Why these conversations matter now!

01



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Long gone are the days where it was acceptable to talk at your employees. Predictable outcomes based in process, routine, and structure don't work in fast changing and complex times. With so many generations working together, diversity as the norm, and globally connected and culturally aware team members, many who have only known a digital world, conversations are vital. GenZ and Millennials expect to collaborate and be involved in decision making. They want purpose, belonging and respect. Throw in economic and political uncertainty, and you find you need your people contributing and engaging, just when engagement is on the floor. This is why you need to have the 5 conversations I share with you now.

Everything happens on relationship. How your people think and feel about you, your team, your strategy, and their part in it depends on the quality of the relationship and the conversations within it.

What are we really trying to achieve together?

02



Purpose

Without shared meaning, even the most talented leadership teams drift into siloed priorities, duplicated effort, and mixed messages for the wider organisation. This conversation is vital because it reconnects leaders to the deeper purpose behind their work, creating alignment around what truly matters rather than what feels most urgent.

Mission

When teams pause to define success together, they make faster decisions, communicate with greater clarity, and lead with a united voice.



What was your company origins story?
Why was this team set up?
What is the one goal you are trying to achieve?
Is everyone aligned?

2 Where are we misaligned?


03



Misalignment is rarely obvious at first. It shows up in slow decisions, repeated conversations, tension between functions, and frustration that never quite gets named. It shifts to disagreements and conflict quickly.

Alignment is about co-ordinated action towards a common goal, even when opinions differ. Agreement is shared opinions which rarely happens. Your goal is to hear all of the opinions, ideas, and solutions, then align around how to move forward.

This conversation is essential because it surfaces the hidden assumptions and fractures that quietly drain performance and trust. By making the invisible visible, leadership teams can address the real issue beneath the symptom and prevent small disconnects from becoming systemic blockers.

Supporting questions: 
What is stopping you from getting on board?
What have I not heard or understood?
What voices or ideas have been dismissed or marginalised?
How do you feel?
What do you want?

What behaviours are blocking trust?



Trust is the operating system of every high-performing team, yet it is often eroded not by major conflict but by everyday habits, interrupting, withholding feedback, avoiding accountability, or defending territory.

This conversation matters because it invites leaders to examine how their own behaviours may be shaping the team dynamic. Honest reflection here creates the conditions for psychological safety, stronger relationships, and the courage to challenge one another well.

Supporting questions:



- What does trust feel like for you?
- On a scale of 1-10, what level of trust is within this team?
- Where in our team do people feel the need to protect themselves?
- What behaviours make it harder for people to speak openly?
- Are we equally open to challenge from every voice around the table?
- What patterns of behaviour create silos or territorial leadership?
- What happens in this team when someone makes a mistake?

4 What conversations are we avoiding?

05



The conversations we avoid are often the ones costing us the most energy. Unspoken tensions create stories, assumptions, and emotional distance that ripple through the wider business. This conversation is vital because it gives leadership teams permission to name what has been left unsaid, whether that is conflict, underperformance, strategic disagreement, or fear. Once brought into the open, stuck energy can become movement, progress, and renewed trust.

- What issue keeps resurfacing in different ways but never gets directly addressed? ↙
- Where are we choosing harmony over honesty?
- What feels too uncomfortable, political, or risky to say out loud right now?
- Which relationship, tension, or decision is carrying unspoken weight in this team?
- What are we all aware of, but nobody has yet named?

What needs to change in the system, not just the people?

06



Leadership challenges are rarely caused by individuals alone; they are often symptoms of wider patterns, structures, incentives, or cultural norms. This conversation is crucial because it shifts the focus from blame to systems thinking. Instead of asking “Who is the problem?”, the team begins asking “What in our environment is producing this outcome?” That change in perspective leads to wiser, more sustainable solutions that strengthen the whole organisation.



- What patterns keep repeating in this team or organisation, regardless of who is involved?
- Which structures, processes, or incentives may be unintentionally creating the outcomes we are frustrated by?
- Where are we trying to solve a systemic issue through individual effort alone?
- What in our culture, rhythms, or decision-making process is reinforcing this challenge?
- If this problem is a symptom, what might the wider system be trying to show us?

Bringing Team Conversations to Life

At 3WH, our approach is grounded in ORSC™ (Organisation and Relationship Systems Coaching), the world-leading systems coaching model created by CRR Global. ORSC teaches us that the team itself is the client: every team, culture, and organisation is a living ecosystem with its own intelligence, patterns, and unspoken dynamics. Like any ecosystem, the health of the whole depends on the quality of the relationships within it.

Trust, challenge, honesty, and connection form the foundation on which culture, performance, and innovation are built. When those relationships thrive, teams move with greater clarity, courage, and collective wisdom. Our facilitated group conversations are designed to help leadership teams surface what sits beneath the surface, strengthen the relational fabric of the system, and transform the way people work together. If your team is ready to move from polite meetings to powerful dialogue, contact 3WH to bring these conversations to life and create lasting transformation across your team and culture.



Ready to transform your team through courageous, facilitated conversations? Get in touch with 3WH to design a systemic team conversation experience.

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