



JOT ON A POST-IT

Think about the
most successful team
you've been a part of.
What made it so?



From Friction to Flow:

Fix What's Holding Your Leadership Team Back

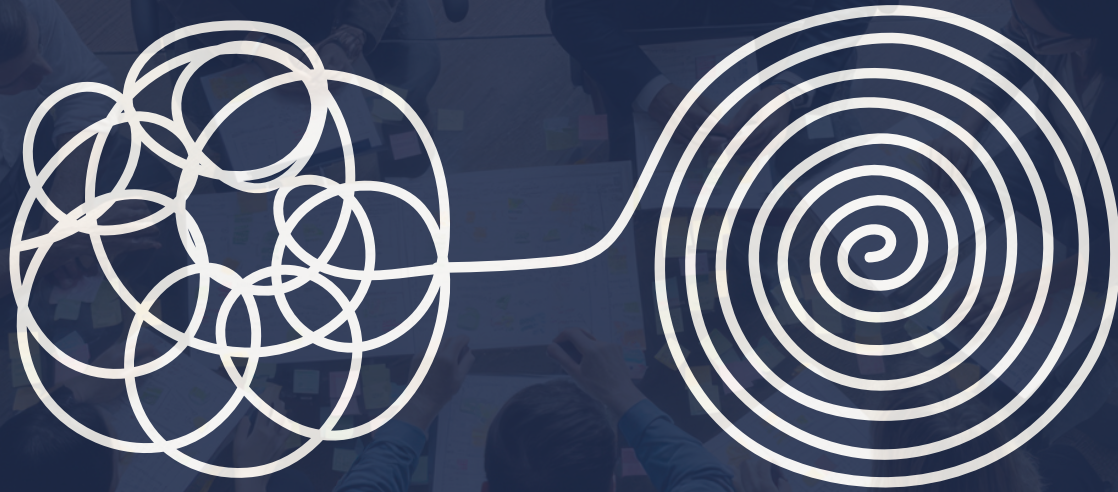
Kim Andrews
kimandrewscoaching.com





You have talented, hardworking people who might be...

- Sprinting in different directions or running into each other
- Losing focus on what matters most
- Tired and overwhelmed
- Frustrated with each other
- Feeling less hopeful about the mission



Your team can create the clarity,
trust, and focus it takes to
move your mission forward.



Imagine a future where your team is...

- Aligned on the priorities that matter most
- Working through hard decisions, conflict, and setbacks in ways that **build** trust and connection
- Working hard, but sustainably
- Feeling renewed energy and hope about your impact

Kim Andrews

- Educator & Adult Learning Expert
- Certified Coach, Trained in Org and Relationship Systems
- Advisor to Executives in Public, Private, and Nonprofit Settings

Get out of the weeds, tackle tough team issues, & move your mission without running everyone into the ground.



Today, we'll cover

- How to get your leadership team on a healthier, more effective path
- My S.T.O.P. Team Reset Framework
- Tools & templates you can use right away
- An action plan with support & accountability along the way
- ***“Those who do the talking, do the learning...”***



CHAT TO A PARTNER


Think about the
most successful team
you've been a part of.
What made it so?



S.T.O.P. Team Reset Framework



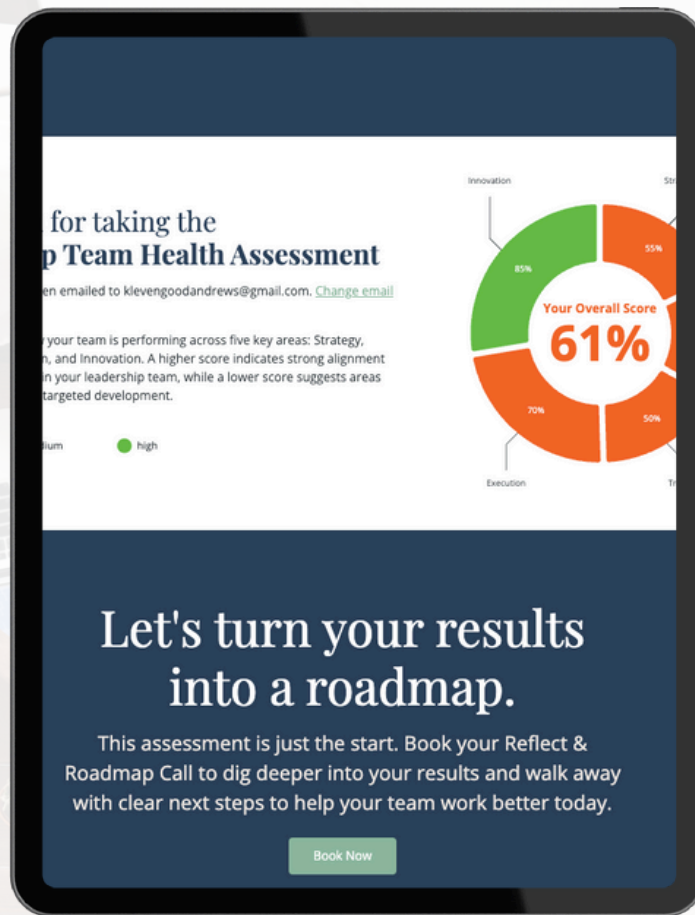
Study Your Team

A high-angle, top-down photograph of a group of people sitting around a large table, working together. The image is heavily filtered with a blue color. Several laptops are open on the table, and some screens display data, including a bar chart and a line graph. The people are engaged in discussion and looking at the devices. The text "What are the facts on the ground?" is overlaid in the center in a white, italicized serif font.

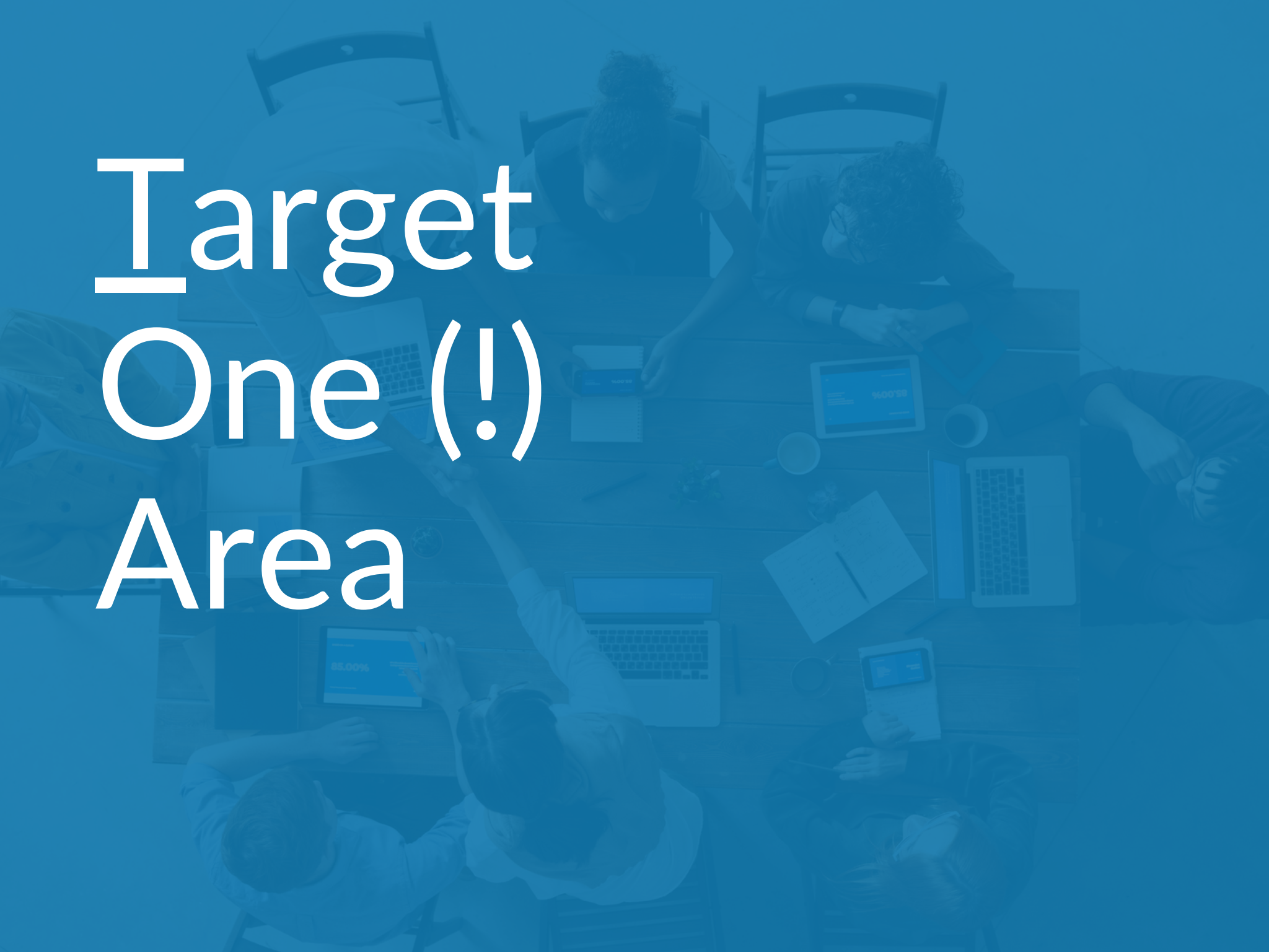
*What are the
facts on the
ground?*

Study Your Team

- What are people doing, saying, not doing, not saying?
- What is the impact? Why does this matter?
- Ask your team what they notice (in 1:1s)
- Jot down themes (helps with overwhelm)



FREE Quick Assessment!



Target One (!) Area

The assessment reveals where you stand on 5 drivers of team health



Strategy

Are we focused on the right
things and thinking ahead?



Clarity

Is our strategy clear and turning
into real action?



Trust

Do people feel heard, valued, and able
to have honest conversations?



Execution

Are we disciplined in how we operate
and resilient under pressure?

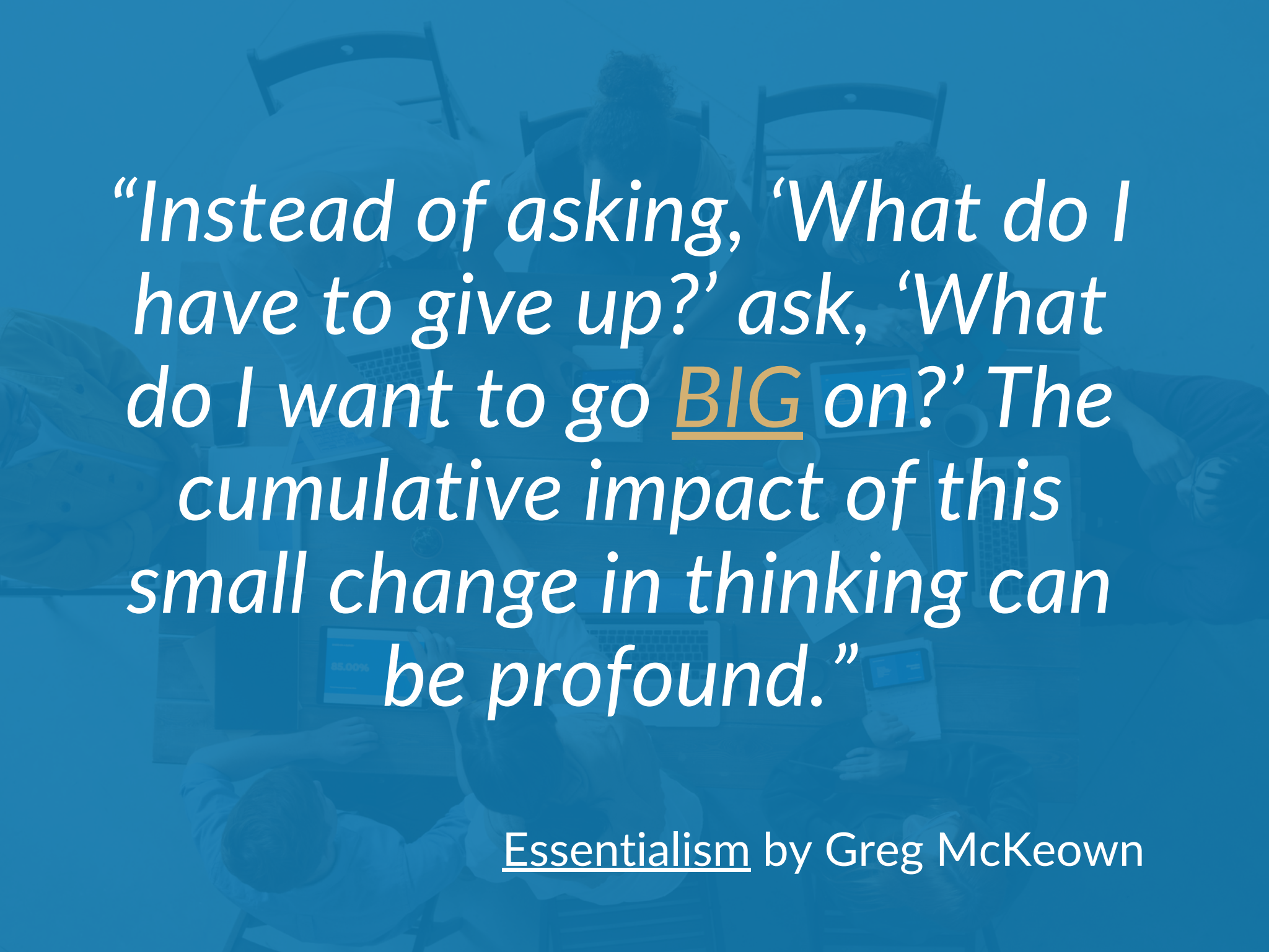


Innovation

Are we pushing forward and
prepared for what's next?

Target One (!) Area

- Which area are you drawn toward?
- There is no *right* target; trust yourself
- There will be positive ripple effects
- Ask yourself, “Why does this matter?”
- You can change your mind!



*“Instead of asking, ‘What do I have to give up?’ ask, ‘What do I want to go **BIG** on?’ The cumulative impact of this small change in thinking can be profound.”*

Essentialism by Greg McKeown

An overhead, top-down view of a group of seven people sitting around a large wooden conference table. The image is dimly lit with a dark blue overlay. The people are engaged in a meeting, with some looking at laptops and others at tablets. A jacket is draped over a chair on the left. The text 'Work Time' is centered in a large, white, sans-serif font.

Work Time

[20 minutes]



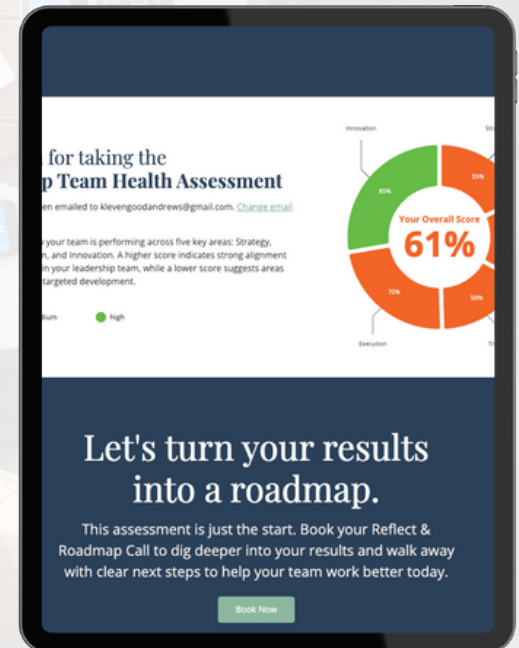
WORK TIME

S| Study Your Team

- Take the assessment > leaderscorecard.com
- Jot down your observations


T| Target One Area

- From the assessment - or not!
- Chat with a partner



A top-down view of a group of people sitting around a large wooden table, working together. They are using various devices including laptops, tablets, and smartphones. The scene is overlaid with a semi-transparent blue filter. The text 'Own What's Possible' is written in white, with the 'O' in 'Own' underlined.

Own
What's
Possible

A blue-tinted photograph of a group of people sitting around a table in a meeting. They are looking at laptops and documents. The image is used as a background for the text.

*A crystal clear image of
your desired outcome is
more important than
you think!*

A high-angle, top-down view of a group of people sitting around a large wooden table. They are working together, with several laptops and tablets open on the table. The image is faded and serves as a background for the text.

Own What's Possible

- For your target area, what does your desired outcome look, sound, and feel like?
- What evidence will tell you things have changed?
- Get **wildly** specific.



Pilot Small Change(s)

Pilot Small Change(s)

- Approach this like an experiment; gather evidence and adjust
- Don't underestimate the power of a small step in a promising direction
- Suspend disbelief if you must!
- Get your team's input and insist on their buy-in to the experiment

An overhead, top-down view of a group of seven people sitting around a large wooden conference table. The image is dimly lit with a dark blue overlay. The people are engaged in a meeting, with some looking at laptops and others at tablets. A jacket is draped over a chair on the left. The text 'Work Time' is centered in a large, white, sans-serif font.

Work Time

[20 minutes]



WORK TIME

O| Own What's Possible

- Create your own vivid image
- Be specific & concrete

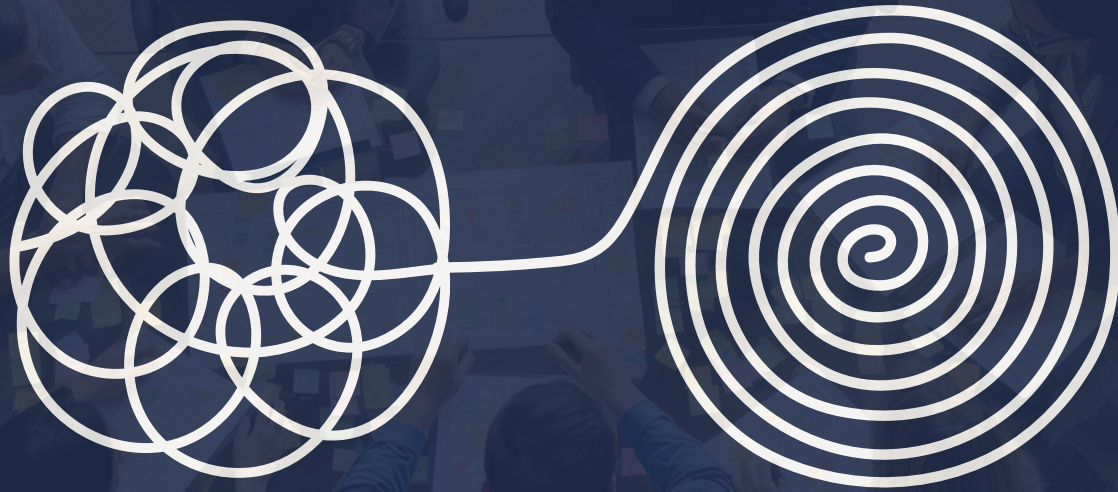
P| Pilot Small Change(s)

- Swap ideas at your table
- Check out page 3 for reflection questions


O | Own What's Possible
For the area I targeted, how will I know when the team is moving in the right direction? Be very specific.

WE WILL SEE...	WE WILL HEAR...	WE WILL FEEL...

P | Pilot Small Change(s)
What specific actions can I take to help our team make progress toward the vision I outlined above? What can I do, stop doing, decide, say, etc.? See the next page for prompts.



Your team can create the clarity,
trust, and focus it takes to
move your mission forward.

A high-angle, top-down photograph of a group of people sitting around a large wooden conference table. There are at least six people visible, some looking at laptops, some at tablets, and others looking towards the center of the table. The image is faded and serves as a background for the text. The text is centered and reads:

We all know what happens to most of the ideas and connections we make at conferences...

A high-angle, top-down photograph of a group of people sitting around a large, dark wooden conference table. The image is heavily filtered with a solid blue color. Several people are visible, some looking at laptops, others at documents or tablets. The scene suggests a collaborative meeting or workshop. The text 'Take Action & Get Personalized Support!' is overlaid in the center in a large, white, sans-serif font.

Take Action & Get
Personalized
Support!



TAKE ACTION

Before the end of the day on **Friday...**

Email yourself & kim@kimandrewscoaching.com:

- 1.) A brief summary of the changes you're going to pilot
- 2.) A date when you will evaluate how it's going

I will check in with you between now and that date with a personalized tip or tool!

Free Leader Clarity Consultation

Get help in identifying what your team should focus on & what changes will give you the biggest return.

30-min Zoom with Kim

- ✓ Pinpoint your best next step
- ✓ Hear what's working for other leaders with similar challenges



**Sign up via BLUE sheet or
visit bit.ly/consultkim**



LEAD *through* IT.

How real leaders work
through hard things

KIM ANDREWS & JADA WILLIS



Lead Through It with Kim and Jada

Latest Episodes



Ep. 12 - Dr. Jim Floyd on When to Step Back and When to Lean In

In this powerful episode, Jada and Kim sit down with one of the most inspiring leaders they know—Dr. Jim Floyd, founder of Achieve Tot...

November 18, 2025 • Season 1 • Episode 12 • 41:45



Ep. 11 - You Have Plenty of Time Left in 2025

In this energizing mini-episode, Jada and Kim pull back the curtain on a lost recording, a coaching moment, and the surprisingly liberating truth they landed on: you have more than enough time left in 2025 to finish the year with intention.<...

November 12, 2025 • Season 1 • Episode 11 • 22:55



Ep. 10 - Michael Bootcamp Thomas Shares His Simple Method for Creating Confidence



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