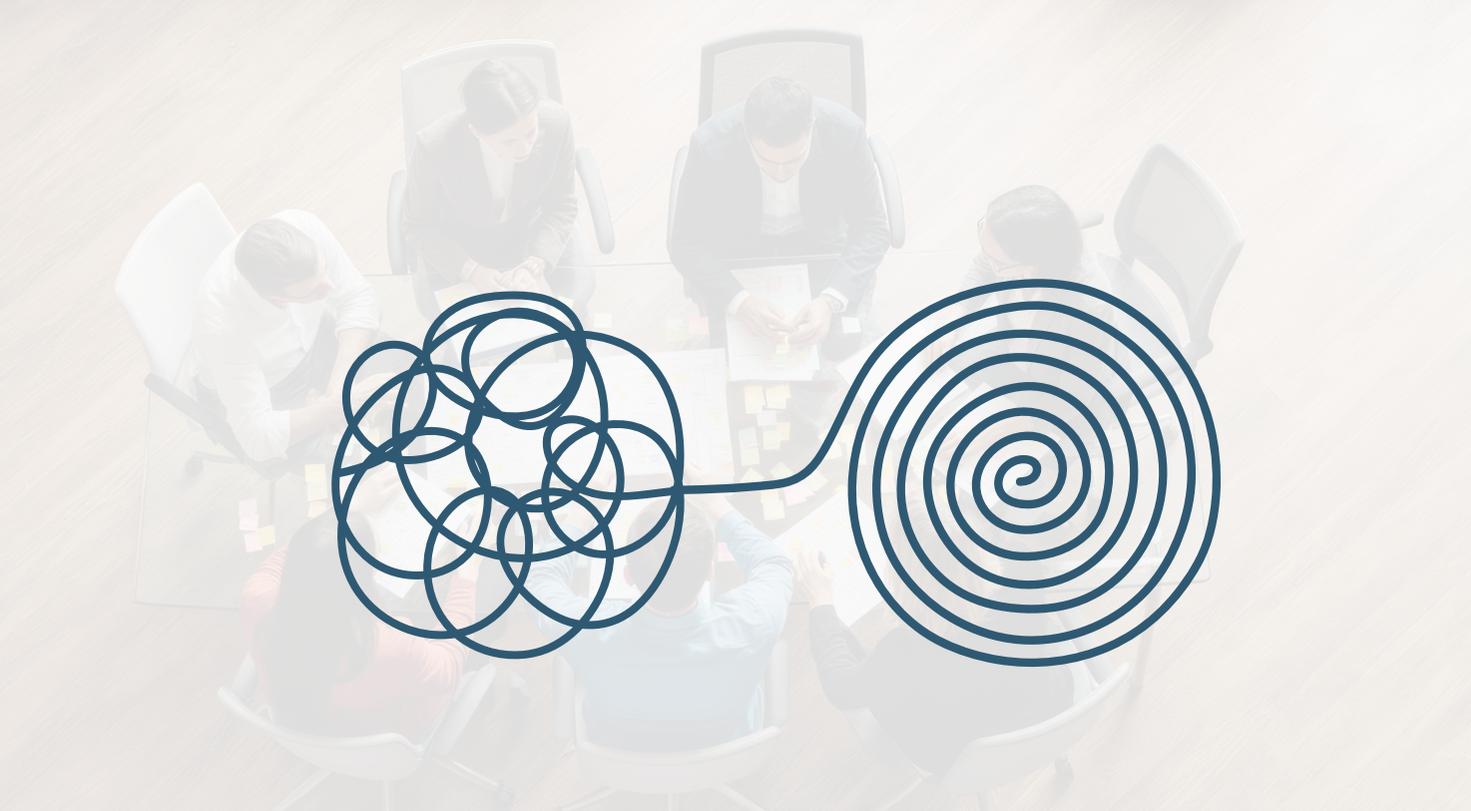




JOT ON A POST-IT

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



From Friction to Flow:

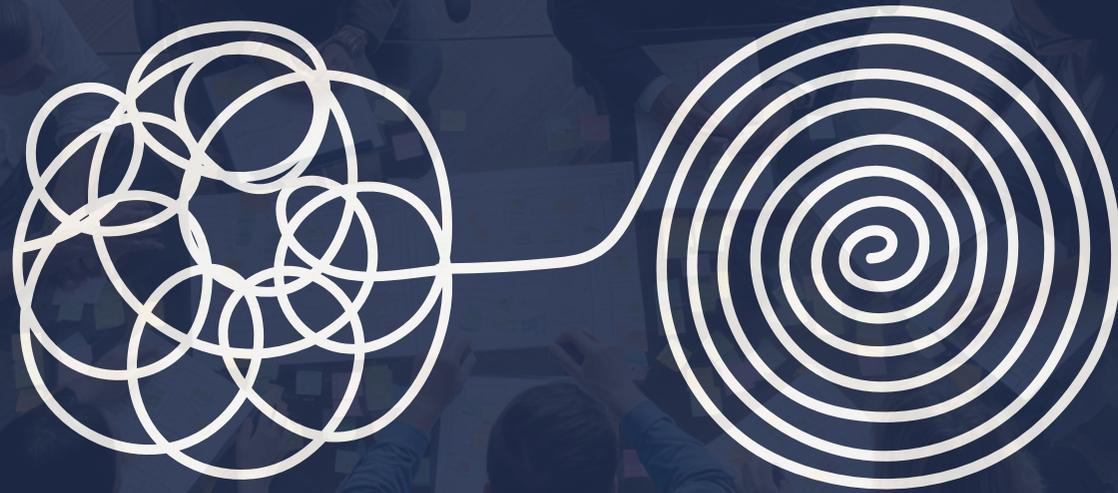
Fix What's Holding Your Leadership Team Back

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

A top-down view of a group of people sitting around a table, working together. They are using laptops and tablets. The image is overlaid with a blue tint. The text 'Study Your Team' is written in white, with the first letter of each word underlined.

Study Your Team

A top-down view of a group of people sitting around a table in a meeting. The image is overlaid with a semi-transparent blue filter. Several laptops are open on the table, and some people are looking at them. The text "What are the facts on the ground?" is written in a large, white, italicized font across the center of the image.

*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)

for taking the
Team Health Assessment

en emailed to klevengoodandrews@gmail.com. [Change email](#)

your team is performing across five key areas: Strategy, Innovation, and Execution. A higher score indicates strong alignment in your leadership team, while a lower score suggests areas targeted development.

Legend: ● High

Category	Score
Innovation	85%
Strategy	55%
Execution	50%
Unlabeled	70%
Unlabeled	50%

Your Overall Score
61%

Let's turn your results into a roadmap.

This assessment is just the start. Book your Reflect & Roadmap Call to dig deeper into your results and walk away with clear next steps to help your team work better today.

[Book Now](#)

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

A top-down view of a meeting room with several people seated around a table. The scene is dimly lit with a blue tint. There are laptops, documents, and a tablet on the table. The text 'Work Time' is overlaid in the center 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

for taking the
Team Health Assessment

emailed to klevengodandrews@gmail.com. [Change email](#)

your team is performing across five key areas: Strategy, Innovation, and Execution. A higher score indicates strong alignment in your leadership team, while a lower score suggests areas targeted development.

High

Category	Score
Innovation	85%
Strategy	75%
Execution	61%
Team	55%
Leadership	45%

Your Overall Score
61%

Let's turn your results into a roadmap.

This assessment is just the start. Book your Reflect & Roadmap Call to dig deeper into your results and walk away with clear next steps to help your team work better today.

[Book Now](#)



Own
What's
Possible



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

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.

A top-down view of a group of people sitting around a table in a meeting. They are looking at various devices like laptops and tablets. The image is overlaid with a blue tint.

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

A top-down view of a group of people sitting around a table, working on laptops and tablets. The scene is dimly lit with a blue tint. The text 'Work Time' is overlaid in the center 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

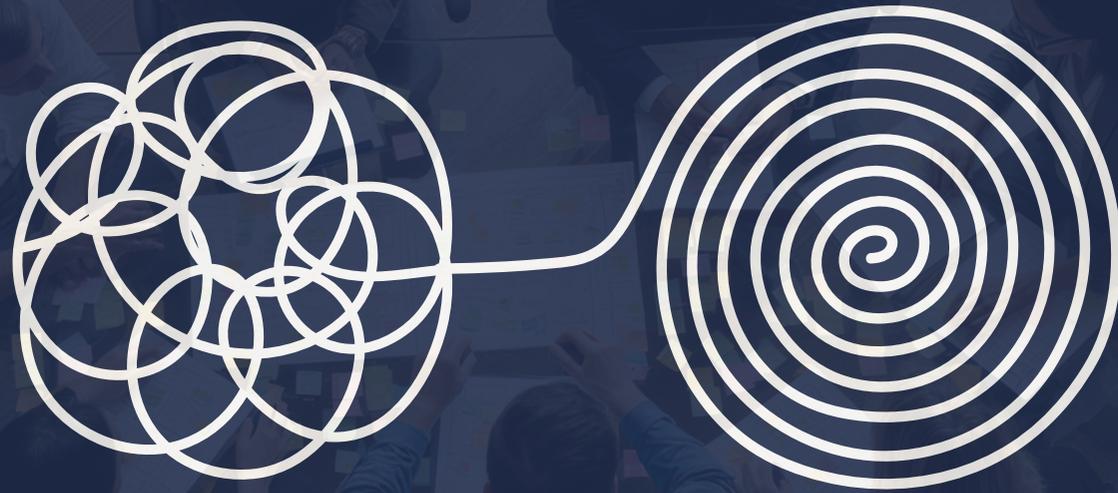
P| Pilot Small Change(s)

- 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 table. They are all looking down at their laptops or tablets, suggesting a collaborative meeting or conference. The image is semi-transparent, allowing the text to be overlaid clearly. The people are diverse in age and appearance. The table is cluttered with several laptops, some open and some closed, and some papers. The lighting is bright and even, creating a professional and focused atmosphere.

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



Take Action & Get
Personalized
Support!



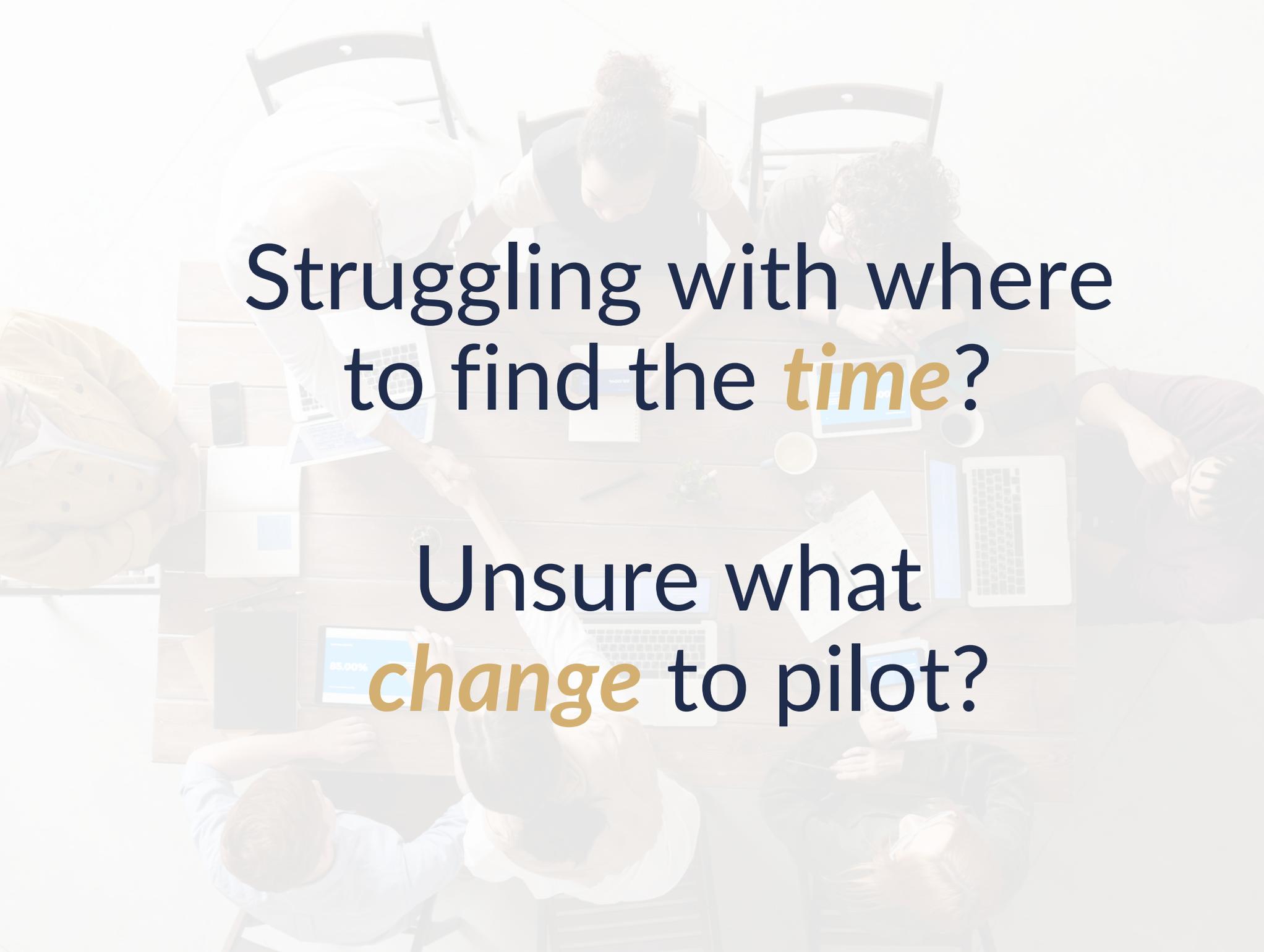
TAKE ACTION

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!



Struggling with where
to find the *time*?

Unsure what
change to pilot?

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



Follow

Apple Podcasts

Spotify

Podcast Index

RSS Feed

See All



Session Evaluation

