

Senior team alignment and decision quality when it matters most

Greg Orme works with senior leadership teams operating under intense delivery pressure and uncertainty—where results matter now, and leadership behaviour shapes what happens next.



For senior teams who must change and deliver simultaneously—without fragmenting under pressure.

Greg's work helps leadership teams strengthen:

- Decision quality under pressure
- Trust and collective judgement
- Alignment across silos and priorities

The emphasis is on connecting leadership behaviour directly to:

- Strategic priorities and long-term organisational coherence
- Cross-silo dependencies and shared ways of working
- Pace, clarity, and disciplined execution

How the work unfolds

Diagnostic Interviews

- Surface how short-term pressure is shaping leadership behaviour
- Identify decision patterns, trust gaps, and cross-silo tensions

Senior Team Working Session(s)

- Align the team on how they lead under pressure
- Shift from individual optimisation to collective judgement
- Agree the leadership behaviours the organisation will experience

Review and Embedding

- Review what has changed in day-to-day leadership behaviour
- Reinforce what supports sustained performance and coherence

Optional: 1:1 performance coaching for leadership team members.

Case Studies

Novo Nordisk – APAC Region

Partnered with the regional leadership team to improve decision-making and alignment under intense performance and time pressure, while maintaining strategic focus. Reset leadership behaviours that had worked at a smaller scale, but limited effectiveness as complexity increased.



Virgin Media O2 – Network Expansion Leadership Team

Supported the newly formed Network Expansion leadership team post-joint venture, helping establish shared values, ways of working, and a clear leadership identity quickly. Enabled alignment on strategy and priorities while sustaining cohesion and accountability under delivery pressure.



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