Executive Mentorship with Tania McGregor-Watson

Fewer than 1 in 5 executive teams is considered high performing*. Is your executive team in that top 20%?

Here are some common blockers to exec team performance



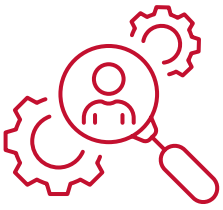
Fractured interpersonal relationships



Poor reporting to the board/chair



Lack of go-to-market vision



Operational activity eclipsing strategic thinking



Confusion around purpose



Sluggish responses to the VUCA environment

What's the best way to tackle these problems? How do you unstick an exec team?

Whether an executive team requires major surgery, or a simple check-up and a reminder to "eat their greens", an executive mentor acts as a team clinician.

You will learn what successful CEOs and ExCos focus on to reach (or stay in) that top 20% of high performing teams.

Known for driving corporate and financial transformation, TWC's Tania McGregor-Watson helps senior leaders craft clear business strategies, strengthen corporate governance, and build high-performing teams. Under her mentorship, clients from across all sectors and industries, find the time, space and courage to have the important, non-urgent conversations, crucial for consistent performance at executive level.

*Research from Bain and Company on executive team performance.

Food for thought

- All teams can benefit from an objective voice in the room
- Open, fearless discussions aren't optional - they're essential for good governance and stewardship
- Relational dysfunction doesn't always harm results, but sustained high performance relies on strong relationships
- Identifying the root causes of obstacles is crucial, yet many CEOs hesitate to seek external support. The prospect can feel daunting
- High performance requires everyone to feel safe enough to display their vulnerabilities
- Leadership development and upskilling should be a regular ExCo agenda item
- All teams - not just dysfunctional ones - benefit from life-long learning and development
- All high performing teams - in sports or business - rely on executive coaching or mentorship

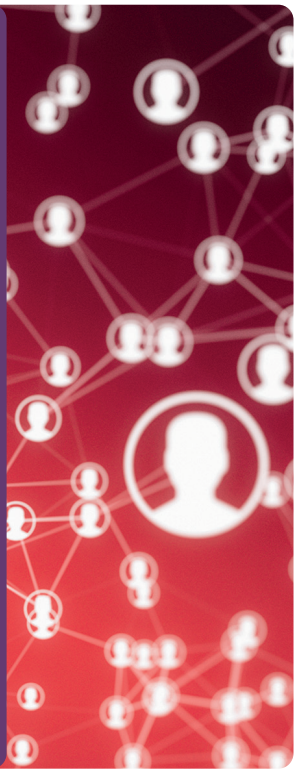
Case study

From acquisition strain to strategic alignment - rebuilding executive team relationships

Following acquisition, a FTSE 100 business faced significant organisational change, straining exec team relationships and sidelining strategy. With Board pressure mounting, the team needed a clear way forward.

Tania worked with the exec to strengthen interpersonal understanding and address structural challenges. The team improved collaboration, uncovered misalignment, and built a framework for future thinking.

With renewed clarity on strategy, roles, and responsibilities, the exec team reconnected and aligned on a fresh vision - which continues to drive the organization forward successfully.



Curious to know more?

If you'd like to explore how Executive Mentorship could take your top team to the next level, email tania@twc-unlimited.com or call 07802 218 982