



Blindside
People
Consulting

People Leadership Rhythm

To ensure an aligned, engaged team

In small teams, consistency and clarity are essential to build trust, maintain a sustainable workload and drive impact.

Weekly Team Meeting

Purpose:

- Recognition (wins)
- Confirm priorities
- Review blockers
- Capacity check

What to say:

- *What are we trying to achieve this week?*
- *Where are you stuck or unsure?*
- *Do we have capacity to do everything we've committed to?*

Monthly Check-in

Purpose:

- Review how the system is working (not just tasks)
- Clarify ownership
- Fairness & wellbeing scan

What to say:

- *What's working?*
- *What's slowing us down?*
- *Where are roles overlapping or unclear?*
- *What should we stop doing?*

Quarterly Reset

Purpose:

- Strategy reset
- Workload review
- Reprioritisation
- Culture check

What to say:

- *What is the most important thing we need to deliver this quarter?*
- *What are we explicitly NOT doing?*
- *What is no longer worth the effort?*
- *How clear are your roles & priorities?*
- *Are issues being raised early?*



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