



Nikki Brown
Aligned Leaders: Thriving Futures

Team Identity, Standards & Boundaries

A leadership conversation for aligned, high-impact teams

A note for leaders

At different points in a team's life, it's useful to pause and ask not just *what we're working on*, but *how we are leading together*.

This conversation is about clarity —
who we are as a leadership team,
what we stand for,
and how we want to work together as expectations, pressure, and context continue to evolve.

It is not about fixing problems.
It is about strengthening alignment.

Why this conversation matters

- High-performing teams don't rely on assumptions
- Alignment erodes quietly if it isn't refreshed
- Clarity reduces friction and improves decision-making

This is a chance to step back from day-to-day delivery and reconnect to how you lead together.

How to use this conversation

- Set aside uninterrupted time
- Hold the discussion at the team level (not functionally)
- Focus on understanding, not forced consensus
- Capture themes rather than perfect wording

The value comes from the quality of the conversation, not the precision of the language.

The Leadership *Conversation*

1 Team Identity

Who are we as a leadership team — now?

Notice where there is strong alignment, and where perspectives differ.

- What do we want to be known for as a leadership team?
- When we are operating at our best, what does that look like in practice?
- What ways of leading are no longer fit for where we are going?

2 Standards

What do we hold ourselves to?

Standards are about what we expect of ourselves, not what we enforce on others.

- What standards do we expect of ourselves as leaders, regardless of pressure?
- What behaviours build trust within this team?
- What behaviours quietly erode it?

3 Boundaries

What do we protect?

Boundaries create clarity — they are not about control.

- What behaviours are not acceptable within this leadership team?
- What needs to be addressed earlier to prevent frustration or drift?
- Where do we need clearer boundaries to protect trust and performance?

4 Looking Ahead

What does this mean for how we lead together?

- What is one thing we need to be more deliberate about as a team?
- What is one behaviour we need to collectively shift or reinforce?
- What would greater alignment change for us over the next 6–12 months?

Closing reflection

Alignment is not a one-off conversation. It is maintained through clarity, courage, and shared responsibility. The impact of this discussion will be seen in how you lead together from here.

This leadership conversation reflects the work I do with intact leadership teams to support alignment, cohesion, and sustainable performance.



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