

THE DECISION IN ONE LINE

Approve a £1,200 diagnostic on one area of concern. Judge the result before committing to anything larger.

Our delivery teams are staffed with capable people, working inside frameworks we have already paid for, and output is still hard to predict. The evidence says the constraint is not individual ability but the team's collective intelligence, a measurable property, and a raisable one.

What we are asking for

STEP	COST	WHAT IT PRODUCES
TEAM IQ Diagnostic Session 90 minutes, one area of concern	£1,200 + VAT	A written Team IQ Score, a prioritised action plan, and two exercises the team can start immediately. Credited in full against a Pillar Sprint.
Pillar Sprint Six pillars, one team, one sprint observed (two weeks), three days of training	£9,500 + VAT a team	One of the team's own sprints observed over two weeks, three days of training for up to ten people covering the six areas and how to measure them, then a re-measure on the same scale six weeks later. £8,650 a team from the sixth team.
Corporate extras Dashboards, lead coaching, the board pack	On request	The benchmark view across teams, dashboards that keep every score visible, and coaching for team leads. Scoped in writing.
Retained partnership Quarterly re-measurement, minimum six months	from £1,200 + VAT a team a month	The standard held as you grow, with a quarterly diagnostic and coaching for up to three new people.

What the alternative costs

The cost of doing nothing is not zero, it is simply unbudgeted. It appears as three lines that rarely reach a board paper:

Rework

Effort spent producing something that then has to be redone. Typically around 15% of delivery capacity, and never reported, because it already sits inside the plan.

Decision delay

Capacity blocked while a decision waits for a forum far from the information. Days per decision, multiplied across every team.

Stalled work

Initiatives that consumed budget and then quietly stopped. Each one is a funded business case that produced nothing.

The full model, with every assumption editable so finance can interrogate it rather than dismiss it, is at systemhelp.co.uk/board-case/#calculator. At typical values for ten teams the annual figure lands close to **£1.5m**.

Why this is not the usual team-development spend

It is defined by published research, not by our opinion. MIT found that individual intelligence does not predict team performance; Google spent 2011–2015 searching for what does. The group-level factor in MIT's own data explained more than 43% of the variation in how groups performed. Where that research is contested, we say so on the evidence page, along with every source.

- ☐ **Measured before and after.** The same six pillars are scored again at the end. You receive a before-and-after, not a satisfaction survey.
- ☐ **Lowest-risk first step.** £1,200 + VAT, credited in full against a Pillar Sprint. Nothing larger is being approved today.
- ☐ **Keeps what already works.** We raise the capability of the teams operating your existing frameworks, PMO and tooling.

The three questions to ask us

QUESTION	ANSWER
What does it cost?	£1,200 + VAT today, credited in full against a Pillar Sprint. A Pillar Sprint is £9,500 + VAT a team, £8,650 a team from the sixth team. Corporate extras are scoped in writing after the diagnostic.
What does doing nothing cost?	The three lines above, in our own numbers, from the model on our website, with every assumption changeable in front of you.
How will we know it worked?	The pillars are re-measured on the same scale. We agree the target movement before we start, and report against it either way.