



# Dart Programme



Designed to improve trust, and accountability, boost productivity and start to create resilience within struggling teams

The DART programme is designed for teams where other initiatives and interventions may have failed. Typically the teams who we work with on DART, have lost their way and become a team where trust is low, diversity and inclusion issues are present and sickness rates, grievances and complaints are rising.

The team may be under-performing and draining resources from across your organisation.

We use design thinking, psychological safety approaches and agile leadership development and over 50 years of public sector know how, to work with you to devise a unique solution that changes this teams story.



**DART:**  
DIVERSITY  
ACCOUNTABILITY  
RESILIENCE  
TRUST



# The DART PROGRAMME



Supports teams to rebuild their core competencies and work together in a culture of trust and accountability.

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We start by building psychological safety and exploring how team members feel as individuals, what solutions they believe might work, where they feel they are being held back in their work and team relationships.

We move onto a series of design thinking workshops to re-build the team. The workshops are designed specifically around the team issues, we avoid a generic one size fits all approach.

We offer leadership coaching for managers and deputies that works in tandem with the programme so that solutions can be jointly implemented and longer term success is achieved. Managers feel empowered and supported throughout the process.



# Outcomes from DART



- Increase of trust within the team and improvement within team dynamics
- Increased understanding of core values and behaviours
- Managers and deputies discover their leadership voice
- Future strategies and service improvement plans discussed
- Diversity and Inclusion included within rebuilding of team relationships



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## Our Mission

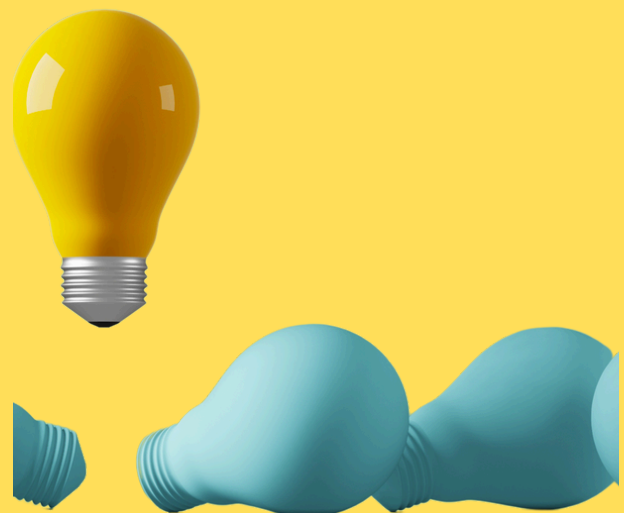
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# We Want to Make a Positive Impact on your teams and departments

We understand how teams can go into self destruction mode.

Managers can feel helpless in the face of the depth of dysfunction, which can include:

- Loss of trust between colleagues
- Fear of conflict
- Diversity and inclusion issues not being managed
- Lack of accountability
- Loss of motivation and or feeling of belonging in the team
- No clear pathways to achieve core team goals
- Increase in sickness, complaints and grievances







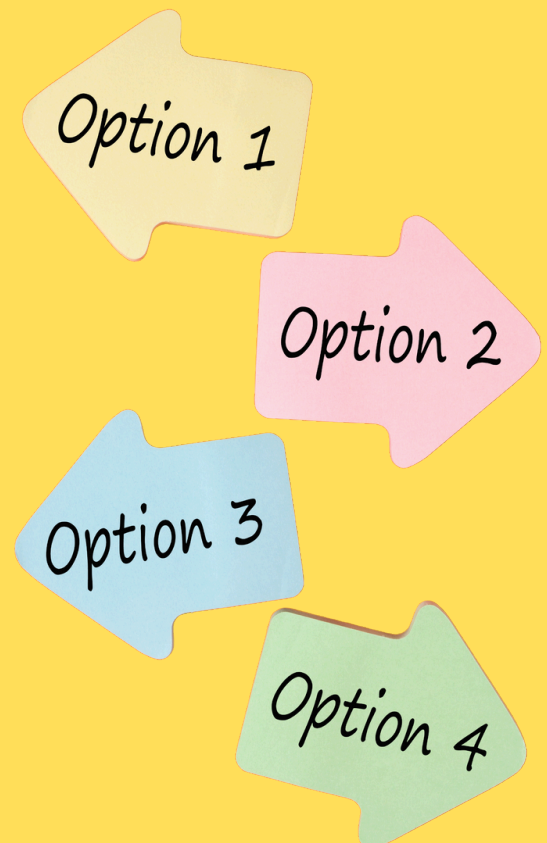
Ready to find out more?

Contact us today to have a short discussion around the your needs and available options



# The Dart Programme

Building on  
**Diversity**  
**Accountability**  
**Resilience**  
**Trust**



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