



## **A New Approach to Team Performance**

### **Every Organization Is Powered by Peers.**

Organizations spend billions of dollars each year developing leaders. That's an important investment.

Yet decades of research have shown that the quality of our relationships with colleagues plays an outsized role in how we learn, collaborate, innovate, and perform. In other words, some of the most important leadership we experience every day comes from the people sitting beside us.

Every organization is powered by peers.

Every day, colleagues influence how one another think, solve problems, share ideas, respond to challenges, and perform. Those interactions quietly shape culture, and culture ultimately shapes results.

The question isn't whether peer influence exists. It does.

The question is whether your organization is intentionally harnessing it.

Better Together was created to help organizations answer that question.

### **A Different Approach to Team Development**

Most leadership development focuses on helping individuals become better leaders.

Better Together complements that investment by helping teams become better teammates.

Rather than treating collaboration as something people simply "figure out," Better Together provides a practical framework for strengthening the peer relationships that influence performance every day.

The result is more than better communication. It's stronger trust, greater ownership, faster learning, healthier accountability, and teams that consistently bring out the best in one another.

## **The Better Together Experience**

Better Together is a series of ten highly interactive, one-hour learning experiences that organizations can deliver individually or as a complete developmental journey. Every experience follows the same four-step rhythm.

### **Discover**

A compelling story, research finding, or practical framework introduces a new way of thinking.

### **Discuss**

Guided peer conversations help participants compare perspectives, challenge assumptions, and discover practical applications together.

### **Apply**

Teams immediately connect new ideas to their own opportunities, challenges, and everyday work.

### **Continue**

Each experience concludes with practical resources that help teams continue learning between sessions while building their own Team Playbook over time.

**The conversations become the learning experience.**

## **Why Better Together Works**

Traditional learning often ends when the session ends. Better Together is designed to continue.

Every experience creates shared language, practical commitments, and ongoing conversations that become part of how teams work together long after the hour concludes.

Because lasting change doesn't come from hearing better ideas. It comes from having better conversations.

## **The Elevation Kit**

One meaningful conversation can spark change. Sustained conversations create it.

That's why every Better Together experience includes an Elevation Kit—a practical collection of resources designed to help teams continue learning long after each session concludes.

Rather than asking participants to remember what they heard, the Elevation Kit helps teams apply what they discovered together.

| Resource                     | Purpose                                 |
|------------------------------|-----------------------------------------|
| Team Discussion Guide        | Continue the conversation.              |
| One-Page Practical Tool      | Apply one idea immediately.             |
| Reflection Questions         | Encourage individual and team learning. |
| Manager Implementation Guide | Reinforce concepts through coaching.    |
| Team Challenge               | Practice together between sessions.     |
| Team Playbook Chapter        | Capture the team's best thinking.       |
| Resource Hub                 | Extend learning anytime.                |

Unlike a traditional training workbook, the Team Playbook isn't written by Peernovation. It's written by your team.

Every experience adds another chapter, creating a practical guide built from your own conversations, commitments, and shared experiences.

## A Closer Look

### **Episode One Better Together: *Why Great Teams Don't Leave Performance to Chance***

Every journey needs a starting point.

Episode One introduces the Better Together philosophy while helping teams recognize one simple truth:

#### **Great teams don't happen by accident.**

They intentionally create the conditions that help people learn faster, communicate more openly, challenge one another constructively, and perform at their best.

#### **Participants Will:**

- Discover why peer relationships influence everyday performance.
- Explore the Three Dynamics of exceptional teams.
- Reflect on the kind of team they want to become.
- Establish a common language for collaboration.
- Commit to practical actions they can begin immediately.

#### **The Experience Includes:**

- Stories and research
- Live polling and word clouds
- Guided peer conversations

- Individual reflection
- Team exercises
- Shared commitments

No participant remains passive for long. Every activity is designed to transform ideas into conversations—and conversations into action.

### **Teams Leave With:**

- A new perspective on peer influence.
- Shared language for discussing team performance.
- Practical commitments they can immediately apply.
- The first chapter of their Team Playbook.
- An Elevation Kit that keeps the conversation going.

Episode One doesn't conclude the conversation. It begins it.

### **Why Episode One Matters**

Every experience in Better Together can stand on its own.

Episode One lays the foundation for everything that follows by helping teams see themselves differently, not simply as people who work together, but as people who influence one another's success every day. That's a conversation worth continuing.

### **The Peernovation Better Together Experience**

While every experience stands alone, together they create a progressive journey that strengthens the way teams think, communicate, collaborate, and perform.

### **Episode 1**

#### **Better Together: Why Great Teams Don't Leave Performance to Chance**

Introduces the Peernovation philosophy and explores why exceptional teams intentionally create the conditions that help people learn, lead, and perform better together. Participants establish a shared language and a common foundation that will shape every conversation throughout the series.

---

### **Episode 2**

#### **Elevate: Becoming the Teammate Everyone Wants Beside Them**

Explores one of Peernovation's defining beliefs: great teams are built by people who are committed to one another's success. Participants discover practical ways to elevate colleagues through encouragement, feedback, recognition, shared learning, and everyday acts of generosity that strengthen both relationships and performance.

---

## **Episode 3**

### **The Team They Remember: Building a Healthy Culture**

Invites teams to think intentionally about the culture they are creating every day. Participants explore how everyday behaviors, conversations, celebrations, and shared experiences shape the environment people remember, and ultimately, determine whether individuals simply work together or genuinely belong together.

---

## **Episode 4**

### **Trust Faster: Building Confidence Before It's Tested**

Examines how trust is intentionally earned through consistency, curiosity, transparency, and follow-through. Participants discover practical ways to strengthen confidence in one another before challenges arise, creating a foundation for stronger collaboration when it matters most.

---

## **Episode 5**

### **Raise the Bar: How Great Teams Create Standards Everyone Wants to Meet**

Explores how exceptional teams create visible peer standards that inspire excellence without relying solely on managerial oversight. Participants examine the influence teammates have on one another and how shared expectations encourage people to contribute at their very best.

---

## **Episode 6**

### **From Accountability to Ownership: When Teams Stop Waiting for Leaders**

Challenges traditional thinking about accountability by exploring the shift from compliance to shared ownership. Participants consider what happens when teammates willingly accept responsibility for one another's success and embrace mutual accountability as a defining characteristic of high-performing teams.

---

## **Episode 7**

### **Learn Faster Together: Turning Everyday Work into Everyday Learning**

Explores practical ways teams can transform meetings, projects, successes, and setbacks into continuous learning opportunities. Participants discover how curiosity, reflection, and shared experience help teams improve together rather than simply repeat yesterday's work.

---

## **Episode 8**

### **Horizontal Leadership: Leadership Doesn't Live on the Org Chart**

Examines leadership as influence rather than position. Participants explore how initiative, credibility, generosity, and peer leadership create stronger organizations by encouraging people at every level to contribute beyond the boundaries of their formal role.

---

## **Episode 9**

### **People + AI: Keeping Humanity at the Center of High Performance**

Explores how artificial intelligence can amplify, but never replace, the uniquely human qualities that fuel exceptional teams. Participants consider how trust, judgment, creativity, relationships, and collaboration become even more valuable as AI becomes an increasingly important part of everyday work.

---

## **Episode 10**

### **The Hidden Operating System: Designing a Team That Gets Better Every Month**

Brings the Better Together Journey to a meaningful close by helping teams intentionally design the habits, conversations, and operating practices they want to carry forward. Participants complete their Team Playbook with a shared understanding of how they will continue learning, leading, and performing better together.

## Flexible Delivery

Better Together is designed to meet organizations where they are.

Whether you're introducing the concepts to a leadership team, strengthening a single department, or launching an organization-wide initiative, the series can be delivered as individual experiences or as a complete developmental journey.

Organizations may choose from three implementation options:

| Package            | Best For                                            |
|--------------------|-----------------------------------------------------|
| <b>Essentials</b>  | Three experiences focused on immediate priorities.  |
| <b>Performance</b> | Six experiences providing broader team development. |
| <b>Journey</b>     | The complete Better Together experience.            |

## Beyond the Sessions

Learning doesn't end when an experience concludes.

Organizations can continue the journey through:

- **Quarterly Better Together Live** – Fresh ideas, emerging research, and stories from the field.
- **Leadership Roundtables** – Peer learning among leaders from participating organizations.
- **Executive Coaching** – Personalized support for leaders and teams.
- **Facilitator Certification** – Build internal capability to sustain Better Together over time.

Because lasting cultures are built through continuous learning—not isolated events.

## Founding Organization Pricing (2026 Pre-Launch)

Organizations that begin their Better Together journey during our 2026 pre-launch are eligible for Founding Organization Pricing through December 31, 2026.

As a Founding Organization, you'll receive preferred introductory pricing while helping establish Better Together as it enters the marketplace.

Organizations may choose individual experiences or combine them into a developmental journey. Each experience stands on its own while also reinforcing the ideas introduced throughout the series, allowing teams to build shared language and stronger practices over time.

## Essentials

Three Experiences

| 2027     | 2026 (Founding Organization) |
|----------|------------------------------|
| \$15,000 | \$12,000                     |

## Performance

Six Experiences

| 2027     | 2026 (Founding Organization) |
|----------|------------------------------|
| \$27,500 | \$22,500                     |

## Journey

Ten Experiences

| 2027     | 2026 (Founding Organization) |
|----------|------------------------------|
| \$45,000 | \$35,000                     |

Each package includes the corresponding Elevation Kits, Team Playbook, Resource Hub access, and invitations to Quarterly Better Together Live sessions and Leadership Roundtables.

Great organizations don't leave teamwork to chance. Better Together gives leaders a practical, repeatable way to strengthen the peer relationships that ultimately determine how people learn, collaborate, innovate, and perform.

## Ready to Perform Better Together?

Let's explore what Better Together could look like for your organization.

Contact **Leo Bottary** at [leo.bottary@peernovation.biz](mailto:leo.bottary@peernovation.biz) to schedule a conversation or learn more about becoming a Founding Organization during our 2026 pre-launch.