Jack Ryan Advisory

Hogan Leadership Forecast Series Team Debrief

Understand team strengths and risks to accelerate performance

A fast, dynamic session that gives leadership teams a deeper understanding of how they work together and what will help them perform at their best. JRA combines Hogan insights with candid discussion and practical leadership standards to create the foundation for a focused, action-oriented team strategy session.

What the team learns

Strengths and team roles. How the team approaches results, relationships, process, innovation, and practical problem solving. Identify complementary strengths, gaps, and patterns that influence decision making and execution.

Risks under pressure. How individual tendencies can combine into team behaviors that slow decisions, limit debate, create friction, or weaken accountability. Recognize where strengths can become liabilities when pressure rises.

Values and team culture. What motivates the team, what it rewards, and the culture it is likely to create. Surface shared priorities and differences that affect alignment, engagement, and performance.

How the session works

Team members complete the Hogan Leadership Forecast Series and receive individual feedback before the session. JRA aligns with the team leader on business priorities, then uses the consolidated Team Report to connect individual insights to collective performance.

The facilitated discussion moves quickly from insight to implications: Where are we strongest? What gets in our way? What happens when pressure rises? What do we need to do differently to deliver our strategy?

From insight to action

The team applies JRA's framework for what great teams do when it matters most: Clarity, Discipline, Enterprise First, and Trust. Members agree on a small number of actions and operating standards, with clear ownership and follow through.

Outcome: A shared understanding of team strengths and risks, stronger alignment around business priorities, and a practical team strategy for improving performance.