

UTILITY ARBORIST ASSOCIATION | NATIONAL LEADERSHIP TEAM

From Strong Performance to Measurable System
Optimization in 90 Days



EXECUTIVE SUMMARY

UAA Improved Efficiency by 29% in 90 Days

A high-functioning, 5-person leadership team with strong alignment and low conflict implemented SPB-T to further optimize performance, leadership adaptability, and execution efficiency. Within 90 days: efficiency improved by 29%; self-awareness and adaptability increased significantly; a shared leadership language was adopted across the team; and engagement and morale strengthened. SPB-T didn't fix dysfunction. It elevated an already stable system, reducing hidden decision risk and improving execution under pressure.

THE CHALLENGE

This team wasn't struggling, but gaps remained beneath the surface:

- Inconsistent self-awareness across team members
- Limited ability to adapt to different working styles
- Execution inefficiencies capping full performance potential
- No shared framework for understanding team dynamics

The goal: optimize what was working, without disrupting a stable system.

THE SOLUTION

SPB-T introduced a system-level framework built around:

- Individual personality insights for each team member
- A full team system analysis
- Applied communication and leadership strategies
- A real-time leadership decision guide
- Action plans integrated directly into team operations

The leader actively reinforced the framework, including embedding shared language ("Clarity is caring") into daily team communication.

WHY IT WORKED

SPB-T gave the team a common language for understanding how they operate, individually and together. That shift changed how they communicate under pressure, adapt to each other's styles, and make decisions in real time.

The result wasn't just better numbers. It was embedded behavioral change.

CONCLUSION

This team didn't need fixing. They needed a system that matched their potential.

SPB-T delivered that: improving efficiency, adaptability, and execution while reducing the hidden decision risk that even strong teams carry.

The outcome: a team that doesn't just perform well. A team that knows exactly how they work, and leads accordingly.

RESULTS AT A GLANCE

Performance Gains (Within 90 Days)

- **+29% improvement** in efficiency
- **+29% improvement** in self-awareness
- **+29% improvement** in adaptability to working styles
- **+14% increase** in engagement
- **+12.5% increase** in leadership confidence

Sustained Strengths

- **9/10** problem-solving effectiveness
- **9/10** team alignment to goals
- **8/10** communication clarity
- **10/10** team morale

Behavioral Impact

- Shared leadership language adopted in meetings
- Improved day-to-day communication and collaboration
- Stronger awareness of individual working styles across the team
- High team-wide acceptance of individual insights

Business Impact

- Faster execution and reduced friction in collaboration
- Improved leadership adaptability at the individual level
- Stronger team energy and sustained engagement
- A repeatable system for ongoing performance optimization

Results from UAA pilot team, measured via pre- and 90-day post-SPB-T survey.

"Clarity is caring" is heard often in meetings. The individualized reports were well received by the team." 10/10 likelihood to recommend SPB-T

Team Leader, UAA