



TALENT  
DEVELOPMENT

# NFT CONSULT



 TEAM DEVELOPMENT

## Team Building Programs

STRONGER TEAMS, STRONGER RESULTS

Great organisations are built on great teams. NFT Consult's Team Building Programs move beyond rope-pulling and trust falls, delivering structured, professionally facilitated experiences that build genuine collaboration, communication, and shared purpose across African workplaces.

✓ Experiential Team Activities

✓ Communication Workshops

✓ Strategic Alignment Sessions

✓ Conflict Resolution Facilitation

✓ Cross-functional Team Cohesion



## THE CHALLENGE

### Teams That Co-exist but Don't **Actually Collaborate**

Many organisations have groups of talented individuals who function as separate units rather than a cohesive team, each pulling in different directions, communicating poorly across functions, and failing to leverage one another's strengths. Left unaddressed, siloed culture erodes productivity, increases internal conflict, and undermines the shared ownership needed to execute strategy. Team building done well is not an event, it is an ongoing investment in the way people work together.



#### Departmental Silos

Teams that rarely interact develop misaligned priorities, duplicated effort, and mutual distrust, slowing decision-making and blocking cross-functional innovation.

#### Communication Breakdowns

Poor interpersonal communication fuels misunderstandings, unresolved conflict, and a culture where issues are raised informally rather than addressed constructively.



#### Low Morale & Disengagement

Teams that do not feel connected to each other or to a shared purpose show lower engagement, higher absenteeism, and reduced discretionary effort.

20+

YEARS OF EXPERIENCE

500+

ORGANISATIONS SERVED

4

COUNTRIES ACTIVE

100%

CUSTOM-DESIGNED

## PROGRAMME AREAS



#### Experiential Team Activities

Professionally facilitated, activity-based experiences designed to surface real team dynamics in a safe environment, revealing how the team communicates under pressure, who leads, who follows, and where trust gaps exist. Each activity is followed by structured debrief sessions that translate the experience into concrete, applicable insights for the workplace.

Outdoor challenges

Problem-solving simulations

Structured debrief

Trust-building exercises



#### Communication & Collaboration Workshops

Facilitated workshop sessions that help teams understand individual communication styles, identify common conflict triggers, and establish shared norms for how they give feedback, resolve disagreements, and make decisions together. Participants leave with practical tools and agreements they can apply immediately in their day-to-day interactions.

Communication style profiling

Conflict resolution tools

Feedback frameworks

Team agreements



#### Strategic Alignment Sessions

Structured facilitation that brings leadership and extended teams into shared clarity around organisational direction, team priorities, and individual roles within the bigger picture. These sessions are particularly valuable during periods of change, post-restructuring, or when teams are forming around new goals, ensuring everyone is pulling in the same direction before execution begins.

Vision alignment

Role clarity

Priority setting

Cross-functional buy-in

## AVAILABLE DELIVERY FORMATS

Outdoor Retreats

In-Office Workshops

Virtual Sessions

Blended Format

Half-Day or Full-Day

Multi-Day Retreats



**WHY NFT CONSULT**

## More Than Fun, **Facilitation That Changes How Teams Work**

Team building should not be a box-ticking exercise. NFT Consult’s approach is grounded in organisational psychology and facilitated by practitioners who understand the unique dynamics of African workplaces. Every programme is custom-designed, we start by understanding your team, your challenges, and the specific behavioural changes you want to drive, then build an experience that delivers measurable shifts in how people work together.



**Africa-Relevant Design**

All programmes reflect the cultural dynamics and workplace realities of African organisations, not imported frameworks that don’t land in context.



**Expert Facilitators**

Our facilitators are certified HR and OD practitioners who know how to surface real team issues and guide groups through productive, psychologically safe conversations.



**Fully Bespoke**

No off-the-shelf packages. Every programme is designed from scratch around your team’s size, composition, objectives, and the outcomes you need.



**Real Behaviour Change**

Programmes are structured to produce observable changes in how teams communicate, resolve conflict, and collaborate, not just positive feelings on the day.



**Flexible Delivery**

Half-day intensives, full-day workshops, multi-day retreats, or virtual formats, designed around your calendar, team size, and location across East Africa.



**Impact Measurement**

Post-programme surveys, manager feedback check-ins, and 30-day follow-up sessions to assess whether the desired team behaviours have been sustained.

**HOW A PROGRAMME UNFOLDS**



**Team Diagnostic**

Understand the team’s dynamics, pain points, and the specific outcomes required from the programme.



**Programme Design**

Build a bespoke agenda, activities, facilitated sessions, debrief structures, and logistics, aligned to your goals.



**Facilitated Delivery**

Expert-led sessions creating genuine insight, laughter, and shared commitment to new ways of working.



**Follow-Up & Embed**

Post-programme check-in with leadership to review impact and reinforce the team commitments made during the programme.

## Build a Team That **Actually Works Together**

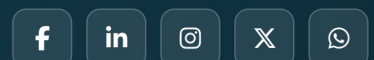
Tell us about your team, the size, the challenges, and what you want to walk away with. We will design a programme that delivers it. Let’s start with a conversation.

**GET IN TOUCH**

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[www.nftconsult.com](http://www.nftconsult.com)

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**Design a Team Building Programme**

