Success stories:

Rame Consulting is a London-based Project Management and Development Advisory firm, that supports occupiers, developers, and institutional investors to deliver complex capital projects successfully. As a specialist consultancy operating across diverse sectors, Rame Consulting recognised that achieving consistent excellence required more than technical expertise alone — it demanded cohesive, high-performing teamwork.

To strengthen how the team collaborated, communicated, and delivered, they worked with Nick Fewings of Ngagementworks and began by using Clarity4D personality profiles to deepen understanding of individual working preferences and communication styles. Building on this foundation, they introduced the Team DyNAmics Report to measure and improve the effectiveness of their teamwork across 16 key Elements of performance. Over five assessment cycles, Rame Consulting used the insights from these reports to reflect, adapt, and embed new ways of working. The result has been measurable improvement in collaboration, trust, decision-making, and overall team effectiveness — culminating in the evolution of a genuinely high-performing team capable of consistently delivering outstanding results for their clients.

THE CHALLENGE

Like many organisations, Rame Consulting faced typical challenges of a growing, project-based business:

- Differing working styles and communication preferences.
- A need for greater clarity around team roles and accountability.
- Opportunities to improve collective decision-making and trust.

The leadership team wanted to understand how to harness individual strengths and align them towards a shared vision of success.

THE FIRST STEP

Using Clarity4D personality profiles, each team member discovered their preferred behavioural style and colour energy balance. This stage helped the team:

- Recognise and value different communication and thinking preferences.
- Build empathy and psychological safety.
- Understand how diversity of approach strengthens outcomes.

THE TEAM DYNAMICS JOURNEY

Aim: To move from self-understanding to collective improvement, the team began using the Team DyNAmics Model, assessing performance across 16 Elements grouped into Strategy, Structure, Cooperation, and Engagement.

Stage 1: Baseline Assessment

- Strong Commitment and Trust, but improvement needed in Reflection and Team Meetings.
- Immediate focus areas identified for development.

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Stage 2: First Review

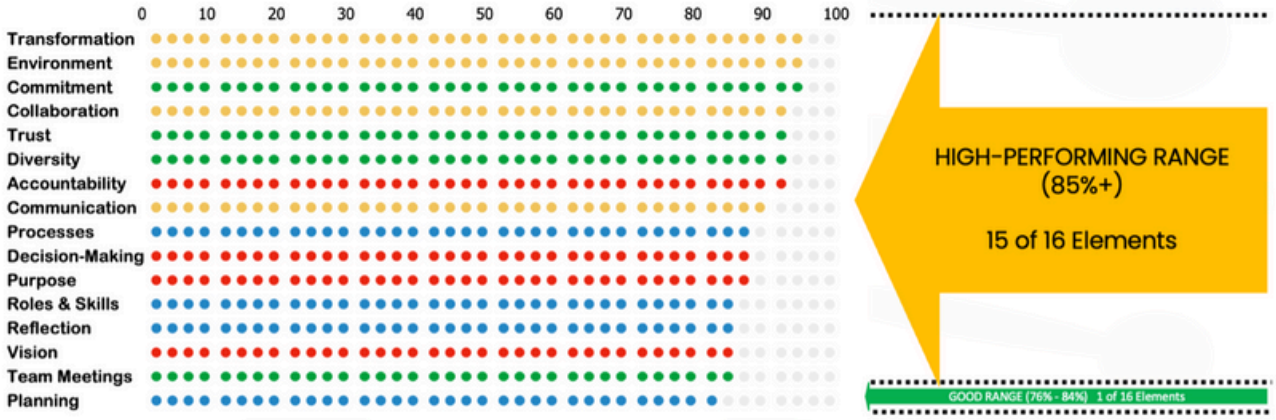
- After implementing targeted actions, the team completed a second report.
- Noticeable gains were seen in Reflection (+6%) and Team Meetings (+3%)
- Regular reflection sessions and a best practice team meeting framework had become embedded.
- The report highlighted a key challenge to overcome, being team leaders implementing regular review sessions with team members.

Stage 3: Consolidation

- The third and fourth reports showed consistent growth.
- The team deepened accountability and began linking teamwork improvements to client outcomes.

Stage 4: High-Performance Achieved

- The fourth report showed all bar one of the 16 Elements in the Gold band, indicating an exceptionally high-performing team, with only 1 of the 16 Elements of teamwork measured falling in the Good banding level, and only by 1% point.



Notable progress since the initial use of Team DyNAmics has been made in the effectiveness of Team Meetings (+12%), Roles & Skills (+10%) and Reflection (+9%).

THE MEASUREABLE IMPACT

- Increased trust, openness, and sense of shared purpose.
- Enhanced leadership capability and communication across all levels.
- Greater resilience and wellbeing within the team.

By investing in their people and making teamwork measurable, Rame Consulting have shown that performance excellence is driven from within. Their journey proves that when teams understand both who they are and how they work together, results follow — consistently and sustainably.

> **The combination of Clarity4D and Team DyNAmics has given us a clear language for teamwork. It's now part of our culture — we regularly reflect, adapt, and keep striving for improvement. It's been a structured yet human process — measurable progress that still feels personal.**
>
> Graham Prisk, Founder