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COURSE BROCHURE

# Advanced Team Economics and Operating Rhythm Leadership Training Course

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Registered in the United Kingdom and Saudi Arabia

# Advanced Team Economics and Operating Rhythm Leadership Training Course

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Team Economics and Operating Rhythm Leadership is a 2-week training course for team leaders who hold a cost line or a contribution target, and it ends with each participant building a Team Operating Plan. Pressure on margins, leaner headcount and faster reporting cycles now ask team leaders to run their teams as small economic units. Jupiter Prime Training designed this course to join people leadership with the numbers behind it.

## Why Team Economics and Operating Rhythm Leadership Matters Now

Three forces shape the role today. Finance functions push spending authority down to team level while expecting tighter forecasts. Hybrid and cross-site teams make capacity harder to see and easier to waste. Senior sponsors want short, regular evidence that each team earns its cost. A leader who reads cost-to-serve, capacity and contribution can defend headcount, fund the right work and spot drift early; one who cannot is left explaining variances after the quarter closes. The course draws on situational leadership, coaching and feedback models, 360-degree feedback and stakeholder mapping, joined to driver-based budgeting and a weekly, monthly and quarterly review cadence.

## Who Gains Most from Team Economics and Operating Rhythm Leadership

- Leaders who own a team cost centre and answer for its monthly variance
- Leaders accountable for a revenue or contribution target delivered through a team
- Leaders who decide headcount, shift patterns, contractor spend and overtime
- Leaders who chair recurring performance meetings for their own team
- Leaders who negotiate capacity and priorities with peer teams and finance partners

Leadership groups that share one budget envelope gain most when several members attend together and agree a common review cadence.

## Team Economics and Operating Rhythm Leadership Capabilities

Participants connect the cost and capacity of a team to the way it is led, week by week.

- Calculate cost-to-serve and contribution per team activity — headcount and pricing discussions
- Design a team structure with clear spans and role mix — capacity requests to senior sponsors
- Build a driver-based team budget and rolling forecast — finance business partners
- Weigh competing work against a capacity ledger — prioritisation with peer teams
- Specify a review cadence with a small set of lead measures — the team's weekly huddle
- Communicate variances and corrective actions through a short narrative — the leadership group

## Key Team Economics and Operating Rhythm Leadership Terms

- Cost-to-serve — the full cost of delivering one unit of a team's output, including people time, tools and overheads.
- Contribution margin — the income a team's work brings in, minus the costs that rise and fall with that work.
- Capacity ledger — a running record of available team hours set against committed and requested work.
- Driver-based budget — a budget built from operational drivers such as volumes and rates rather than last year's figures.
- Operating rhythm — the fixed sequence of daily, weekly, monthly and quarterly meetings through which a team is run.
- Lead measure — an early indicator the team can influence that predicts a later financial or service result.

## Team Economics and Operating Rhythm Leadership Day by Day

### Day 1: The Team as an Economic Unit

- Team Profit and Loss Anatomy — Which Lines a Team Leader Truly Controls
- Fixed, Variable and Step Costs — How Headcount Changes Shift the Cost Base
- Stakeholder Mapping for Finance and Sponsors — Who Shapes Team Spending Decisions
- Team Charter With Economic Purpose — Linking Mission to Cost and Contribution
- Leadership Self-Assessment Against Financial Duties — Personal Gaps to Close First

### Day 2: Unit Economics of Team Work

- Activity-Based Costing for Teams — Pricing Internal and External Services Fairly
- Cost-to-Serve Calculation — Spotting Loss-Making Work and Customers
- Contribution Margin by Workstream — Choosing Where Effort Earns Most
- Productivity Ratios and Output per Hour — Setting Realistic Performance Baselines
- Case Study From Logistics and Healthcare Teams — Comparing Unit Cost Drivers

### Day 3: Designing the Team Structure

- Spans and Layers Analysis — Deciding the Right Number of Direct Reports
- Role Mix and Skill Grid — Balancing Senior, Junior and Contractor Effort
- Shift and Coverage Modelling — Matching Staffing Patterns to Demand Peaks
- Make, Share or Outsource Choices — Placing Work Where It Costs Least
- Succession and Cover Map — Reducing Single-Person Dependency Risk

### Day 4: Building the Team Budget

- Driver Tree Construction — Turning Volumes and Rates into Spending Lines
- Zero-Based Challenge for Discretionary Spend — Keeping Only Defensible Costs
- Headcount Business Case — Justifying New Roles With Payback Logic
- Rolling Forecast Method — Updating Expectations Without Rewriting the Annual Budget
- Scenario Bands for Demand Swings — Preparing Upside and Downside Responses

## Day 5: Allocating Capacity and Resources

- Capacity Ledger Set-Up — Seeing Committed Versus Available Team Hours
- Weighted Prioritisation Scoring — Ranking Requests by Value and Effort
- Negotiating Capacity With Peer Teams — Trading Time Without Damaging Relationships
- Stop-Doing List — Releasing Effort From Low-Value Recurring Tasks
- Contractor and Overtime Rules — Controlling Flexible Labour Costs

## Day 6: Leading Performance Through People

- Situational Leadership Applied to Cost Goals — Adjusting Style by Team Readiness
- Coaching Conversations on Productivity — Raising Output Without Burning Out Staff
- 360-Degree Feedback for Team Leaders — Seeing How Spending Choices Are Felt
- Delegating Budget Ownership to Supervisors — Spreading Financial Accountability Safely
- Recognition Linked to Lead Measures — Rewarding Behaviour That Moves Results

## Day 7: Designing the Operating Rhythm

- Cadence Calendar — Fixing Daily, Weekly, Monthly and Quarterly Meetings
- Weekly Huddle Format — Fifteen Minutes That Surface Blockers Early
- Lead and Lag Measure Selection — Choosing Few Indicators That Predict Results
- Team Scorecard Layout — Showing Cost, Service and People Signals Together
- Meeting Cost Audit — Removing Rituals That Consume Capacity Without Decisions

## Day 8: Running Operational Reviews

- Monthly Variance Review — Separating Volume, Rate and Mix Effects
- Root Cause Tree for Missed Targets — Fixing Causes Rather Than Symptoms
- Corrective Action Log — Assigning Owners, Dates and Follow-Up Checks
- Quarterly Business Review Narrative — Explaining Results to Senior Sponsors Briefly
- Case Study From Retail and Engineering Services — Contrasting Review Disciplines

## Day 9: Decisions Under Financial Pressure

- Cost Reduction Options Matrix — Weighing Savings Against Service and Morale
- Investment Request Pitch — Securing Funds for Tools and Automation
- Change Leadership During Restructuring — Keeping Trust While Roles Shift
- Emotional Intelligence in Hard Conversations — Delivering Headcount News With Care
- Decision Log and Trade-Off Record — Making Reasoning Visible to the Team

## Day 10: Practising the Team Operating Plan

- Cost-to-Serve and Contribution Profile — Applying Day Two Unit Economics
- Structure and Capacity Plan — Applying Day Three and Day Five Methods
- Driver-Based Budget and Forecast — Applying Day Four Budgeting Steps
- Cadence Calendar and Scorecard — Applying Day Seven and Day Eight Reviews
- Team Operating Plan Presentation — Peer Challenge and Final Revision

## Applying Team Economics and Operating Rhythm Leadership After the Course

- Run a cost-to-serve exercise on the team's three largest workstreams and share the contribution view with the finance business partner.
- Launch the new cadence calendar with a weekly huddle and first monthly variance review, using the agreed lead measures on the team scorecard.

## Team Economics and Operating Rhythm Leadership Questions FAQ

### What is team economics and operating rhythm leadership, and why does it matter now?

It is the practice of leading a team as an economic unit through a steady meeting cadence. It matters now because spending authority is moving to team level while sponsors expect faster forecasts and clearer evidence that each team earns its cost.

### Which roles gain most from team economics and operating rhythm leadership?

Team leaders with a cost centre, a contribution target or headcount decisions gain most. Supervisors stepping into budget ownership and leaders who chair recurring performance meetings also benefit, especially when several from one leadership group attend together.

### How does team economics and operating rhythm leadership differ from a general finance for managers course?

It joins the numbers to daily leadership. A finance-for-managers course explains statements and ratios; here you apply cost-to-serve, capacity ledgers and driver budgets inside team design, coaching conversations and a fixed review cadence you run yourself.

### What do you bring back from team economics and operating rhythm leadership?

You bring back a working plan for your own team. It holds a contribution profile, a structure and capacity view, a driver-based budget, a scorecard and a cadence calendar, already tested through peer challenge.

## Team Economics and Operating Rhythm Leadership: The Way Forward

The Team Operating Plan first informs the next headcount or budget conversation with a finance partner and sponsor. Supervisors use it to run the weekly huddle, and the leader uses it to steer the monthly variance review. After its first quarter in use, the capacity ledger and lead measures deserve a fresh look, since demand patterns and team skills rarely stay still for long.