

Demonstrating the Impact of Team Coaching using Belbin for Lean Six Sigma Black Belts

Enapay Consulting delivered a tailored team coaching programme for a cohort of Lean Six Sigma Black Belts.

The approach integrated Belbin Team Roles as part of a wider framework that prioritised self-awareness, trust, and leadership maturity.

Rather than focusing solely on technical mastery, the programme created space for participants to explore their individual preferences, natural team contributions, and areas for growth—enabling them to lead more effectively and sustainably.

Use of Belbin

Belbin profiles were used as part of the early stages of the programme to open up dialogue around self-perception, observer input, and natural role preferences. This helped lay the foundations for deep personal reflection and more effective collaboration.

Results – Participant Feedback Highlights

“I thought I needed a guide to tell me if I’m on the right path – instead, I received clarity, confidence, and a deep sense of direction.”

– Bianca

“I now know I’m not doing this alone. I’m in the boat with colleagues I trust, navigating the wave of mindset transformation in the age of AI – and that gives me both courage and clarity.”

– Erna

“I feel much more confident in my ability to drive positive change. It’s not just the knowledge I’ve gained, but the way I now approach challenges and collaborate with people.”

– Alina

“Learning to navigate ambiguity and stakeholder alignment has changed how I lead. The coaching brought clarity and added tremendous value to both the project and my personal development.”

– Ion



Observed Outcomes:

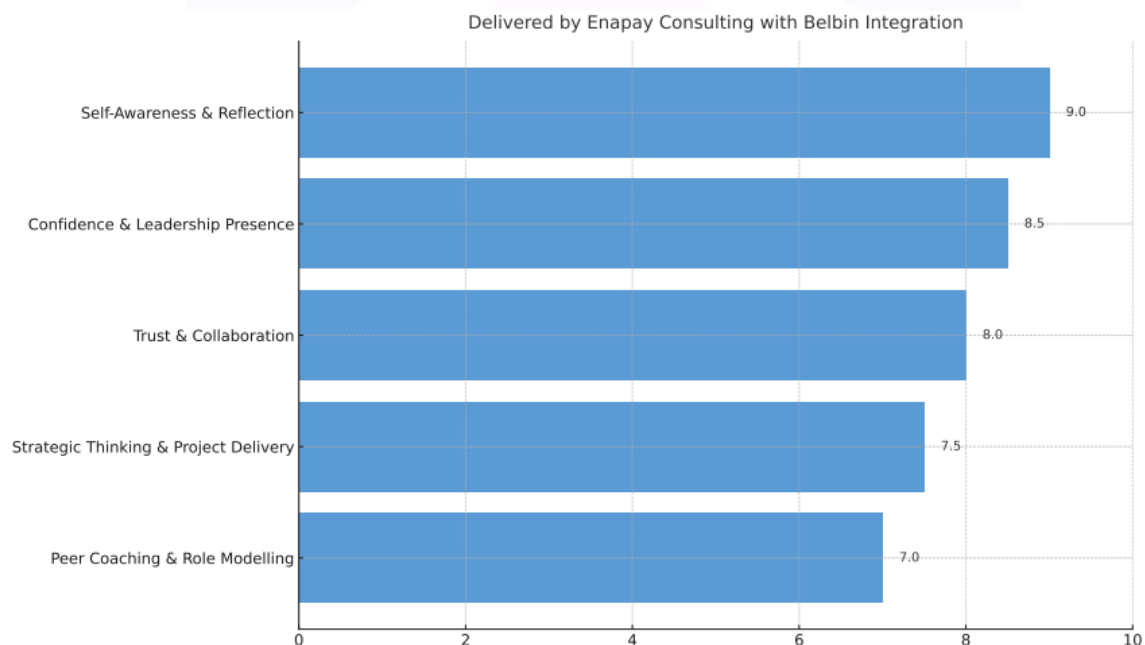
- Greater **self-awareness** and understanding of personal strengths and behavioural contributions
- Increased **confidence** in navigating complex environments and leading change
- Enhanced ability to **build trust** and collaborate more effectively across functions
- Stronger **strategic and reflective thinking**—beyond technical application of Lean Six Sigma tools
- A noticeable shift from **imposter syndrome to leadership presence**, particularly among those new to transformation roles

The Belbin Value Add:

Belbin played a vital role in the programme by helping each participant see themselves—and be seen—more clearly. This was not a one-off activity but something woven into coaching conversations, feedback loops, and reflections throughout the journey.

By demystifying individual preferences and strengths, the team was better able to form productive working dynamics and hold open, developmental conversations. This formed the backbone of a psychologically safe environment, one where challenge and growth could coexist.

What the numbers say:



Conclusion:

This case clearly illustrates that when Belbin is integrated into a coaching-led programme, it enables deeper insights, supports behavioural change, and drives measurable impact—both individually and across the team. The Black Belts left the programme with enhanced confidence, greater alignment to their roles, and the capacity to coach others—multiplying the benefits across the wider business.

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