



**BC TEAM
COACHING**
Releasing Untapped Resources in People and Organisation



Systemic **Readiness** Pulse

Is your leadership system ready for the scale your technology is creating?



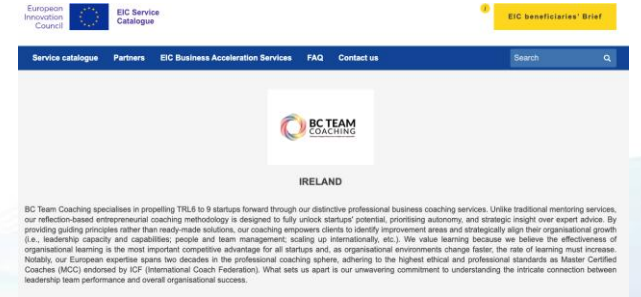
EIC Service Partner



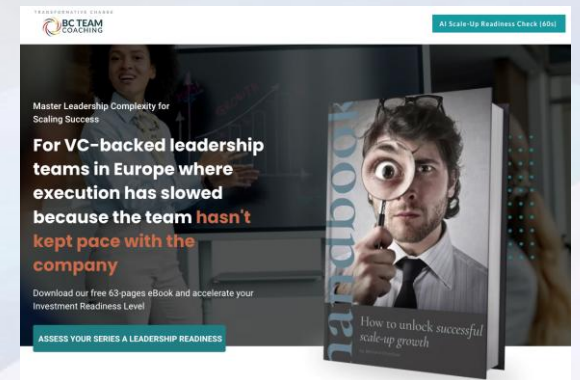
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<https://partnerservices.eisma.eu/node/808>



<https://www.systemscoaching.co.uk/>

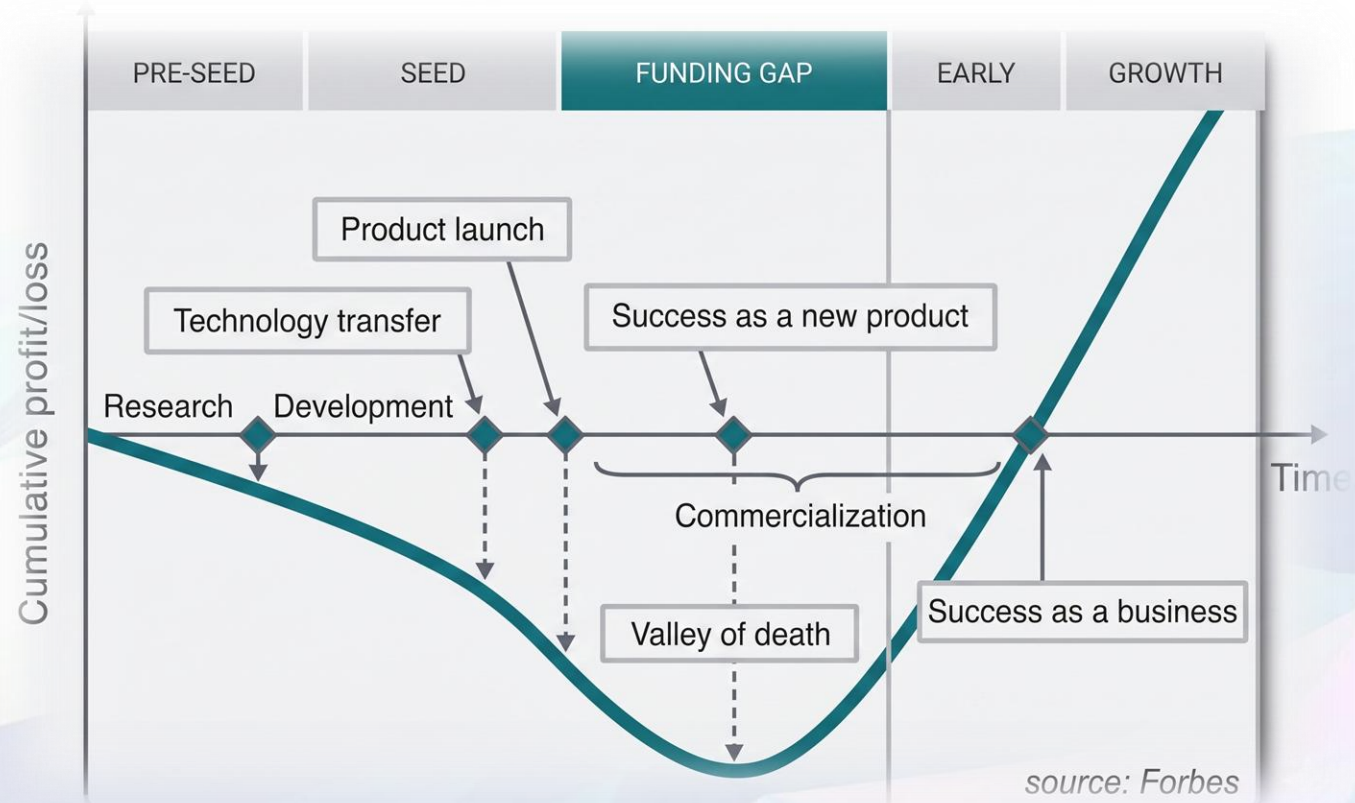


Crossing The Chasm

The Problem: Scaling startups often face "**The scale-up readiness gap**" - the gap between initial funding and commercial viability.

The Insight: The EIC challenge is no longer only technical validation.

The Solution: Success requires **Systemic Readiness** - aligning your "**Leadership Operating System**" with the demands of rapid growth.





What stage best describes your startup today?



EIC Pre-Accelerator

Pathfinder (TRL 1-4)

EIC Transition (TRL 3-5)

EIC Accelerator – Blended Finance (TRL 6-8)

EIC Accelerator - investment only
(Series A / Series A+)

EIC STEP Scale Up
(growth round / later-stage scale-up)



Systemic Readiness: The AQAL Model



Systemic Readiness: The AQAL Model

Execution =
Alignment
x Mindset x
Capability

I- Consciousness

- Inner Self
- Values, Belief, Attitude Insights
Intuition, Desire, Purpose
- Aspirations, Feelings, Motivations
- Intra-Personal Skills
- Cognitive - Emotional Capacity
- Self-awareness
- Mental Constructs

Pain

**Cognitive complexity, ego self,
competing commitments**

SUBJECTIVE

BEING How and what we think

INTERIOR

ABSTRACT
Intangible, Invisible, Feminine

WE - Culture

- Organizational Culture
- Informal Systems
- Team norms
- Unwritten rules, collective beliefs
- Politics, Power, Dynamics
- Employee morale
- Purpose/Vision
- Myths and Legends

Pain

**Political Behaviour, trust, elephant in
the room, team Performance cycle**

IT - Leadership Competencies

- Outer Self
- Inter-Personal Skills
- Experience, Knowledge, Skills
- Leadership Behaviours
- Job Performance
- Learning
- Accountability, Decision
Making

Pain

**Organisational Role and Task Complexity,
Lack of productivity efficiencies**

OBJECTIVE

DOING How we act

EXTERIOR

CONCRETE
Tangible, visible, Masculine

ITS - Systems

- Organizational structure and design
- Lean Processes, Operating technologies
- Reporting lines
- Policies, rules, regulations rewards,
Measures, KPIs
- Stated Values
- Strategies

Pain

**VUCA external market strategic miss
alignment**



Adapted from Wilber's Integral Model

Stage 1 – Pre-Seed

From invention to venture

Typical Risk: The technology is promising, but the founder system is still too fragile, informal, or reactive to turn uncertainty into validated learning.

The Constraints:

- Pivot-exhaustion due to unclear "Why."
- The founder is carrying too many decisions personally.
- **Co-founder role misalignment.**
- Lack of basic operating rhythm.



Stage 2 – Seed

From founder-led effort to repeatable execution

Typical Risk: Team growth outpaces leadership discipline. The "Founder Bottleneck" begins to choke delivery.

The Constraints:

- Founder transition: Moving from "Builder" to "Leader."
- **Closing the delegation gap.**
- Scaling culture beyond the core original team.
- **Standardizing sales and delivery processes.**



Stage 3 – Series A

From founder-led growth to investor-grade execution

Typical Risk: Growth exposes leadership debt: CEO bottlenecks, underpowered teams, delayed reporting, and investor-visible execution risk.

The Constraints:

- Completing the CEO identity shift.
- Implementing predictable enterprise-grade processes.
- **Preserving core values during hyper-growth.**
- Ensuring investment readiness and board-level governance.





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**EIC
ACCESS +**

Poll Exercises (Slido)





| Quadrant— Founder Inner Game



Theme: Founder readiness, resilience, clarity, confidence under pressure.

Indicator link: Leadership & Team Fit for Next Round

Question 1 — Scale 1–5

To what extent are your visible leadership habits, decision-making and resilience ready for the next 12 months of funding, growth and uncertainty?

1 = I feel stretched, reactive, or close to overload

5 = I feel clear, resilient, and ready for the next level

Word Cloud Prompt

What one word best describes your current founder state?

Examples: stretched, focused, overloaded, energized, uncertain, ambitious, isolated, ready.



IT Quadrant — Leadership Behaviour & Execution



Theme: Decisions, accountability, prioritisation, follow-through.

Indicator link: Culture & Execution Risk

Question 1 — Scale 1–5

How consistently does our leadership team convert priorities into clear decisions, ownership, and follow-through each week?

- 1 = priorities shift constantly; ownership is unclear
- 5 = decisions, owners, and next actions are consistently clear

Word Cloud Prompt

What one word describes your current execution pattern?

Examples: focused, reactive, fragmented, fast, unclear, disciplined, stretched, aligned, inconsistent, overloaded, decisive, firefighting.



WE Quadrant — Team & Culture



Theme: Trust, candour, challenge, psychological safety, conflict maturity.

Indicator link: Culture & Execution Risk

Question 1 — Scale 1–5

How safe is it in our team to challenge a colleague, raise bad news early, and name what is not working?

- 1 = people hold back or manage impressions
- 5 = hard truths surface early and constructively

Word Cloud Prompt

What one word describes the quality of truth-telling in your team?

Examples: cautious, open, political, honest, avoided, direct, fragile, strong.



ITS Quadrant — Systems, Governance & Market Context



Theme: Roles, structures, operating rhythm, KPIs, board/investor readiness.

Indicator link: Systems & Governance Fit

Question 2 — Scale 1–5

How ready is our operating system — processes, ownership, metrics, governance, and reporting — to absorb rapid growth without creating execution risk over the next 6–12 months?

1 = Fragile / informal systems
2 = Growth would create strain
3 = Partly ready, not scalable yet
4 = Mostly scale-ready
5 = Investor-ready operating system

Word Cloud Prompt

What one part of the business is least ready for investor-backed growth?

Examples: hiring, sales, onboarding, governance, cashflow, reporting, delivery, product, compliance, decision-making, operations, customer success, leadership, handovers, accountability, systems, quality, processes.



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What is your key takeaway from this session?

Patterns from your answers?

Where are you aligned? Miss aligned?



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Ready to Scale?

Product-market fit isn't enough 🔍 — leadership-market fit matters 🚀

Contact Details:

Web: systemscoaching.co.uk

Email: info@teamleadership.ie

→ **Download our Free
eBook 🌐 "How to Unlock
Successful Scale-Up growth"**

"Systemic coaching de-risks the scale-up by ensuring alignment between mindset, execution, and culture." Bernard Chanliau, Founder, BC Team Coaching

EIC Service Catalogue:
<https://partnerservices.eisma.eu/node/808>
LinkedIn: [linkedin.com/in/bernardchanliaumcc/](https://www.linkedin.com/in/bernardchanliaumcc/)