THE CRUCIBLE METHOD · CRITICAL ROLE CAPABILITY PROGRAM — STAGE 3

Four workshops. Twelve weeks. Your leaders own it.

Primary pillar — Supporting pillar

INPUT — SPRINT FINDINGS (STAGE 2)
Your Pillar 6 capability gaps set the coaching focus · Pillars 1–5 context shapes every case and scenario

Cohorts of 6–12 supervisors

THE PROGRAM — WEEKS 1–12

WORKSHOP 1 · WEEKS 1–2
The Performance System
Surveys all seven pillars — performance, fatigue, risk

Group Debrief 1 + 1:1 Coaching · Weeks 3–4 — your own team

WORKSHOP 2 · WEEKS 4–5
Managing Fatigue as a Performance Variable
Physiology, recognition skills, and a culture of disclosure

Group Debrief 2 + 1:1 Coaching · Weeks 6–7 — your own roster

WORKSHOP 3 · WEEKS 7–9
Decision-Making & Leadership Under Pressure
Authority, performance conversations, psychological safety

Group Debrief 3 + 1:1 Coaching · Weeks 9–10 — gaps closed 1:1

WORKSHOP 4 · WEEKS 11–12
Building & Sustaining the High-Performance Team
Team development, feedback, and sustaining the Sprint gains

SPRINT PILLARS EMBEDDED

01 Demand & Capacity
Right people, right place, right time

02 Recovery & Scheduling
Arriving recovered enough to perform

03 Task & Role Design
Right work, right way, right mandate

04 Environment & Equipment
Optimising performance, not just avoiding harm

05 Decision Architecture
Conditions that support the best decisions

06 Leadership Capability
Capability to lead high-risk teams, not just authority

07 System Learning
Capture, understand, actually change

COMPLETION REVIEW · WEEKS 12–14
90-day plans presented · progress reviewed against your Pillar 6 gaps

Handover complete — your leaders own it

Pillar 1–5 context is carried into every case and coaching session. Sector-customised for defence, emergency services and resources.