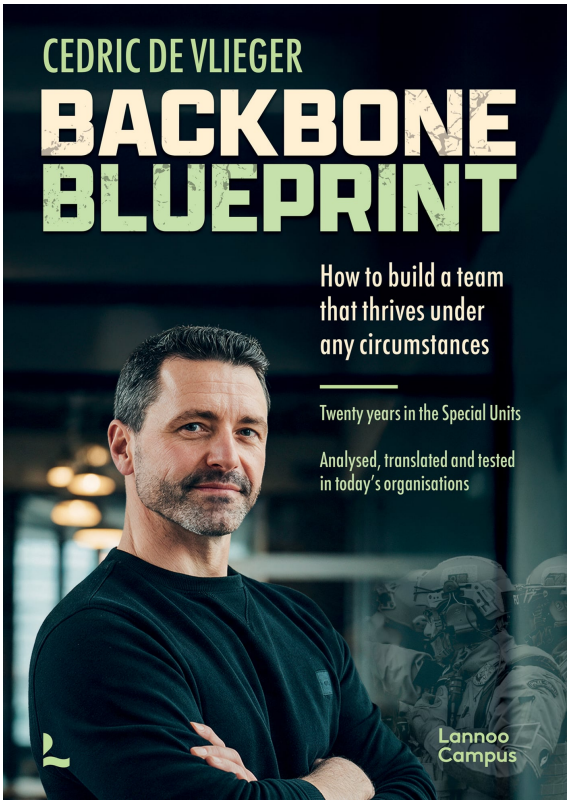
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Backbone Blueprint

How to build a team that thrives under any circumstances

Cedric De Vlieger

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- **From Individual Resilience to Collective Strength. Lived principles from the Special Forces:** 20+ years of experience as a team leader, translated into practical lessons for the workplace. He knows the flip side, too: Having personally experienced how a toxic, fear-driven culture can undermine organisations
- **First-hand experience from a closed world:** More than 20 years in the Special Forces, with hard-hitting lessons translated into practical insights for teams
- **Understand why even high-performing professionals struggle under pressure:** And, more importantly, what to do about it
- **Addressing what organisations need:** Greater agility, resilience and ownership, without micromanagement
- **A complete blueprint in three parts:** No Masks, No Excuses and No Mediocrity
- Immediately actionable
- Recognisable red flags and practical tools to apply within your own organisation
- **A powerful team assessment:** Discover where your team stands strong and where its backbone begins to crack
- For Leaders of teams expected to perform under pressure and navigate change, business owners, executives and HR professionals looking to build a strong performance culture, and coaches and consultants committed to making teams structurally stronger

What does it take to turn strong individuals into a strong collective? Pressure doesn't break teams. It breaks the weakest link, the one that was already cracking. Many teams perform well as long as circumstances are favourable. The real test begins when pressure, uncertainty, change or conflict arise. That is when the true strength of a collective becomes visible. Drawing on more than 20 years of experience in Special Forces, Cedric De Vlieger introduces a practical framework built around three pillars and nine essential links: from radical honesty and dropping the masks (No Masks), to taking ownership without excuses (No Excuses), and refusing to settle for mediocrity (No Mediocrity). ***Backbone Blueprint*** translates these principles into the everyday reality of organisations. With recognisable red flags, practical insights and concrete tools, it helps teams strengthen the connections between individuals and build a collective that can withstand pressure, navigate change and perform at its best when it matters most.

Cedric De Vlieger spent more than 20 years serving with the Special Units (DSU) of the Belgian Federal Police, including during the years marked by terrorist threats. Today, as the founder of Backbone Performance, he is a sought-after keynote speaker and organisational consultant for B2B companies and multinational organisations. Both on stage and through his books, he translates the principles of elite military units into practical insights for the everyday reality of leaders and teams.

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