Organizational interventions are defined as planned, behavioral-focused and theory-based activities that aim to improve individuals’ health and well-being in organizations. Inconsistent results regarding effectiveness calls for a need to investigate how an intervention is linked to its supposed outcome. Further, previous research has shown the importance of a good fit between the intervention and the organization which can be achieved by applying a participatory approach. The aim of this study was to develop, implement and evaluate a group-level intervention according to the needs and goals of a management group (N = 7), with a participatory approach. The study lasted for eight weeks and contained pre- and post-measurements. The design followed a cyclic process; with each week consisting of a session, assignment and evaluations. The intervention was initiated by a needs analysis and goal setting; the continuation was guided by results from previous weeks, including participants’ appraisals. The pre-measurement showed that the management group had high readiness for change and self-efficacy. Overall-session relevance, effectiveness and usefulness was positively evaluated. The intervention led to a significant improvement in team members’ ratings of communication and participation, meaning acting more cooperatively and communicating more clearly, as well as in overall group effectiveness. The positive appraisals for both individual sessions and the entire intervention process speaks for suitable adjustments, maintaining a good fit throughout. The management group applied the knowledge they gained, together with their improvements in communication, to create a Gameplan to guide future behavior. The study demonstrates how an intervention with a participatory approach can be effectively implemented and evaluated, and provides tools and recommendations for future research.