Executive Teambuilding

Purpose

The purpose of Executive Team Building is to foster individual and team excellence. Through the understanding of and practice with the principles of collaboration, these customized trainings address the most pressing issues that support or hinder team and organizational performance. Carefully structured team exercises evoke the typical behaviors of the team members, offering an opportunity to observe their management and interpersonal skills. Tools and roadmaps are used to refocus the team on the actions that will make a difference for team results.

Team Outcomes

1.   Operating Agreements

By examining and experiencing the conditions that foster team high performance as well as the barriers that inhibit effective teamwork, an executive group is able to thoughtfully choose the operating principles that best serve their values and goals. The powerful result of this alignment models effective leadership that imprints on the organization a new standard of team excellence.

2.   Common Framework and Shared Objectives

Creating a common framework for thinking and decision-making sustains an effective and systematic process of organizational leadership. This process engenders clear objectives, priorities and strategies. By examination of modes of communication, styles of management and decision making strategies, the team creates an enduring mechanism for leveraging its power through trust and integrity.

3.   Principles of Leadership Embodied

Experiencing the principles of leadership creates the capacity to solve what had been viewed as "unsolvable". Radical shifts are possible as well as breakthroughs to unimagined levels of performance.

4.   Action Plans Built and Executed

Each participant will generate a concrete, realistic and time-bound action plan. Buddy systems strengthen the commitment to follow through.

5.   Retained Learning

Key insights are **not** lost when the manager returns to work because we emphasize the secrets to retained learning. Fresh insights become new motivational triggers to effective and efficient action.

Organizational Benefits

1.   Increased Efficiency

Increased interpersonal efficiency and effectiveness will enable the organization to spend less time "fighting fires" within their organization and more time focusing efforts on common goals. Resources, not wasted on peripheral or unnecessary activities, can be better used to maximize productivity.

2.   Increased Alignment

Increased alignment of the key managers about business objectives, operating principles for team effectiveness, and an internally consistent

philosophy regarding organizational leadership is essential to productivity and system efficiency.

3.   Stronger Team Relationships

Stronger relationship within the top management group reduces the probability that any management member might choose to leave. On a successful team, mutual support is given. Non-competitive, supportive relationships among team members increase the willingness to hear suggestions and feedback as a means of improving performance.

4.   Team Atmosphere

A team atmosphere in which work spirit is modeled becomes positively contagious throughout the organization. It fosters a climate of trust, enthusiasm, and cooperation that maximizes productivity and profitability.

5.   Increased Satisfaction

An increased sense of personal satisfaction results from participating in a successful organization with a synergistic team.

6.   Enhanced Creativity

The synergistic teamwork process stimulates members seeing problems from multiple perspectives and increases the likelihood that new ideas and solutions will be generated. Teamwork creates a cross-fertilization of concepts essential for creative breakthrough results.

7.   Enhanced Motivation

When high standards are clear and agreed upon, individuals strive to reach those standards as a result of their team commitment. Rewarding team relationships become the best insurer of high performance.

8. Success with Clients

Enhanced success with client presentations and current accounts are generally achieved through more efficient relationships with clients and easier connection with client senior managers.

3 Stages of the Teambuilding Process

<u>Pre training</u>

A. Participant Interviews (to facilitate the design of the training)

Selected team participants are interviewed on their perception and understanding of the organizations:

- business purpose and objectives,
- major issues and concerns impacting success,
- current state of the interactions among team members,
- possible areas of inter-personal friction and/or conflict.

B. Assessment Instruments (optional)

Computer-based assessments are conducted with each member of the team to deepen the manager's capacity for self reflection plus examine each individuals current management behavior. This data provides a picture of the level of agreement between each member's self perception and how they are perceived by others. These profiles indicate both strengths and development areas for individuals and for the team as a whole.

Training

A. Tailored to Organizational Needs

We design the training consistent with the specific needs of the company. We can design the schedule for a variety of extended or periodic work sessions.

Post Training

A. Initial Follow up

A follow-up meeting is scheduled within three weeks of the completion of the Team Building process to review:

- the trainings impact,
- progress toward team and business goals
- development of the next steps to reinforce the new team commitments.

The team generates a plan for course correction on any major obstacles that have not been managed.

B. Extended Follow Up

Approximately sixty days after the Team Building, all team members review the performance regarding the new team operating principles as well as any additional issues that emerge.