

This program is designed to engage the entire team in identifying ways to improve communication; align actions with team goals; improve performance; and deliver on results. Program includes:

Building Great Teams		
Audience	Teams of any size	Between \$3,000-\$8,000 based on # of sessions of Discovery; as well as length & format or workshop chosen
Task	Details	
Discovery	It all starts with an initial conversation with the Team Manager. Based on this discussion, the workshop is customized to meet the specific needs of their team.	<p><i>Information and data from multiple vantage points that may include:</i></p> <ul style="list-style-type: none"> • Management Interviews • Employee Engagement Survey • Behavioral Assessment of each Team Member • Review Team Roles & Responsibilities • Review Current Workflow/Processes
Workshop Design	<p>After gaining the insight in the Discovery phase, we'll work with the Team Manager (or other Executives within the organization) as we set the stage for the work we'll do in the Workshop.</p> <p>We'll walk the team through a series of discussions and activities designed to engage each team member; further identify challenges & frustrations; and discuss ways to improve.</p>	<ul style="list-style-type: none"> • Review Team Goals/Top 3 Challenges • Discuss and choose topics to be covered in the workshop. Topics may include: • Strengthen Team Communication • Building Trust/Chemistry • Resolving Unproductive Conflict • Effective Collaboration • Setting Team Goals • Creating High-Performing Team Culture
Team Workshop	Over the course of the workshop, we'll lead the team through conversations and exercises that address the challenges and issues uncovered during the discovery stage.	<i>Topics to be determined with Manager in the Workshop Design process.</i>
Materials Provided	Book: <i>The Power of a Positive Team</i> by Jon Gordon	
Engagement	Based on the goals of the Team, we'll work with the manager to choose the correct length/format of the workshop	<p>Workshop formats may be:</p> <ul style="list-style-type: none"> • 2, 4 or 6 90-min sessions • 2, 4 or 6 2-hr sessions
Workshop Follow-up & Support	<p><i>Number of coaching sessions for the Department Manager will vary with a minimum of:</i></p> <ul style="list-style-type: none"> • Two 1- hr 1:1 coaching sessions/per participant; but may increase up to 5 sessions • Optional 2nd Employee Experience Survey 	

