

# TEAM DEVELOPMENT

## Overview and Program Description

Organizations are increasingly led through a variety of departmental, project, cross-functional, management, and matrix teams. And yet 4 out of 5 people report a lack of trust with team members and 3 out of 5 report no accountability for poor results. Our Team Development program helps individuals on teams learn how to be a more effective team member. Teams create strategies, tools, and processes to build trust quickly, engage in productive conflict, gain true commitment, hold each other accountable to commitments, and focus on the collective results of the team. Using an insightful team diagnostic instrument, paired with self-awareness assessments, expert coaching, and strong facilitation, we help build teams that are truly cohesive and achieve results.



## THE MODEL

“Successful teamwork is not about mastering subtle, sophisticated theories, but rather about combining common sense with uncommon levels of discipline and persistence. Ironically, teams succeed because they are exceedingly human. By acknowledging the imperfections of their humanity, members of functional teams overcome the natural tendencies that make teamwork so elusive.”

—Patrick Lencioni



## FORMAT

Each team is different, and we adjust our process to achieve the team's specific needs. Typically, after careful scoping and collecting data on the team's functionality, we conduct a one-day session with the Intact Work Team. This session raises awareness of the conditions necessary to have a high functioning team and a measurement of the team's current strengths and opportunities. Through structured dialog, the team surfaces individual and team needs and make commitments for change. Subsequent tune up sessions are recommended for further learning and practice.

Contact us to discuss the best way to customize this offering to support your organization.

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## TEAM DEVELOPMENT PROCESS

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### PART ONE: UNDERSTAND AND ASSESS

- Interview team leader to define team development objectives
- Craft a roadmap for the program including initial workshop agenda
- Participants complete the Five Behaviors of a Cohesive Team assessment before the workshop

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### PART TWO: BUILD AWARENESS AND SKILLS

- Unpack the Five Behaviors of a Cohesive Team Model and gain full commitment from team members
- In a safe environment we will engage in activities that:
  - build vulnerability-based trust
  - allow practice to engage in productive conflict
  - provide a framework for holding yourself and fellow team members accountable

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### PART THREE: SUSTAIN

- Document commitments for new ways of working together
- Layer in additional insights to help the team surface and resolve issues
- After a few months, in a tune up session, team members evaluate the results and continue to define and commit to new healthy team habits

