

G.R.E.A.T. Teams: PEOPLE + PROJECTS

Goal.Reality.Explore.Action.Tracking



General Overview

All of us work in groups - but we don't all work in teams.

Teamwork is at the core of successful organizations, projects, and results. Yet, if you ask the majority of managers and employees whether their work-group is a high-performing team they will admit that they're not. The truth is simple: we're able to achieve o.k. results without being *Great Teams*.

Great Teams create great results, and great work environments. Team members feel that they "fit", that they are clear, inspired, valued and supported. The roles, goals, and activities of the *Great Team* are clear and aligned. Communication is clear, timely and effective.

Benefits to You

GREAT Teams: People + Projects is a high-energy interactive program that takes participants through the experience of actually building a team. Since your organization is unique we will work with you to develop the appropriate core-curriculum for your people based on your history, environment, competencies and needs.



All participants will:

- Experience what it means to be part of a GREAT team.
- Learn practical theory and models related to team development.
- Immediately apply that knowledge in interactive exercises and simulations - building clarity, competency and commitment.
- Apply the learning and skills directly to their own teams.
- Develop a proactive *Implementation Map* designed to keep the learning alive.

Intact Teams

When working with intact teams, we start with the assumption that each team is one-of-a-kind. Therefore part of the design-process is *discovery*, exploring the real issues and needs of each group, and tailoring the program accordingly. For example,

- *Poor Communication* leading to misunderstandings, mistakes, and frustration was identified as a burning issue for a cross-functional project team. Therefore, a module on *Pull Conversation* was incorporated.
- *G.R.E.A.T. Coaching* became the highlight of a program developed for a group of managers from across an organization who was struggling with team leadership.

How it Works

Participants Experience Building a Team

G.R.E.A.T. Teams is engineered to take the group through the actual experience of building a high-performance team. From the time they come together until they leave they will pass through all the stages of team-development.

Theory + Practice + Application

Adults learn best through practice. The program is designed around a series of exercises that will give participants opportunities to practice and apply the concepts they are learning, and then *re-apply* them in later activities and to workplace challenges. The concepts become dynamic *tools* used by participants to actively improve performance.

Integration, Synthesis and Application

We pride ourselves on our commitment to integrating our customers' content, models and competencies into our training design. We also believe that training should accomplish "real work" - *application* is a critical part of *G.R.E.A.T Teams*.



When to use *G.R.E.A.T. Teams: People + Projects*

- **Training:** You want your people to develop the core knowledge, skill and commitment necessary to build and maintain GREAT teams.
- **Interventions:** A group is struggling - even imploding - and you need to turn the situation around, and re-build the team.
- **Process:** When you want to incorporate a long-term strategy for developing and sustaining GREAT teams. This can include pre and post assessment, training, coaching, real-time projects, and webinars.

Sample Content + Agenda

- Introductions
- Module 1: Tuckman's Model of Team Development and The Performance Equation
- Orbit Exercise: Applying Module 1
- Module 2: Brain Poker and the impact of thinking preferences on teams
- Mirror Mirror Exercise: Applying Module 2
- C6 Accountability: A foundation for individual and shared accountability
- Terra Nova Simulation: Bringing it all together
- Application: Five Bold Steps

