



## HOW TO DEVELOP YOUR DREAM TEAM

The most powerful learning related to business results is dictated by whether employees view themselves as part of a team.

This approach involves fundamental trust, which influences other learning that takes place within an organization. For many employees, effective learning doesn't take place unless there is an inherent trust between the organization and the learner.

We learn from professional team sports, that to find success, trust must be a factor in every team. Perhaps not every organization will attain this degree of trust. However, as a training professional, I have the opportunity to help build a high-trust organization with programs rooted in this critical element.

### Team Coaching Addresses Critical Team Performance Factors

#### **Week 1 & 2 – Engagement Factor**

The extent to which individuals are engaged is related to their personal values and their alignment to organizational values. It is also related to skills development opportunities and their career cycle placement. All these areas are explored to create a level of awareness of how engagement impacts team interactions and productivity.

#### **Week 3 & 4 – Specialized Skills and Competencies Factor**

Often team members have strengths or skills which are better utilized in other projects or other parts of the business. This alone, may cause an energy drain in team synergy. Passion and enthusiasm comes from utilizing core strengths. Finding the right fit, matching assignments with skills level and creating opportunities for development will enhance team engagement and increase productivity.

#### **Week 5 & 6 – Team Roles, Behaviors and Personality Factor**

While these factors impact personal effectiveness, they also impact interpersonal relationships within the team. Team members learn, through assessment instruments, their behavioral style, their team role predisposition and personality type. This knowledge becomes a tool to dramatically improve team relationships and enhance innovation and synergy to increase productivity.

#### **Week 7 & 8 – Emotional Competence Factor**

People are capable of positive change. Team members will learn several tips and techniques to deal with emotions creatively. Through the concepts of Emotional Intelligence and interactive group exercises, participants learn self-awareness, self-management and interpersonal relationship management.

#### **Week 9 & 10 – Team Leadership Factor**

The role of the team leader is to bring a shared vision into action, establish trust and facilitate a collaborative environment. We investigate the nature of leadership in terms of what is required of this individual: self-knowledge, strong personal values and the ability to inspire others. All these factors are discussed from a coaching perspective.

## **Week 11 & 12 – Effective Feedback Factor**

An essential element of success is having a dialogue with the people you work with. When a team leader routinely asks engaging questions, he/she will elicit clarity and enhance team cohesion. These questions are motivating and thought-provoking: Where are we going as a team? What are we doing well? How can I help you better achieve your goals? What suggestions do you have for me? Participants will learn to use a feedback loop to increase giving and receiving feedback. Establishing a series of conversations to define roles, shared purpose and to elicit agreements -- will pave the way to clean communication, increased collaboration, quality of workplace relationships and performance effectiveness.

This program is ideally formatted for group coaching over a three month time-released period to maximize results and to give busy teams time to assimilate and use what they learn.

The program includes assessment tools specifically designed to address team success factors. A few examples of the resources/assessments used in this program:

*Now Discover Your Strengths by Marcus Buckingham and Donald O. Clifton*  
*Please Understand Me: Character and Temperament Types by David Keirsey and Marilyn Bates*  
*The Emotional Intelligence Quickbook by Travis Bradberry and Jean Greaves*  
*DiSC Personal Profile Instrument*  
*Team Dimensions Profile Instrument*  
*Thomas-Kilmann Conflict Mode Instrument*

*"Never doubt that a small group of committed people can change the world: Indeed, it is the only thing that ever has." Margaret Mead*

For a complimentary meeting to discuss how this program can advance the skills, shared purpose, individual commitment and cohesion of teams (within the organization), to achieve greater productivity and meet the challenges of increased responsibility please contact:

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