

TEAM ACCELERATION

- A Catalyst for Results

This modular programme is designed to fast-track Teams to significant levels of high performance... Working with the reality of day-to-day objectives and deliverables we focus on the reason each team exists...

This isn't 'Team Building' - abseiling down canyons or making rafts from driftwood - instead, using a number of techniques including workshops, self assessment, feedback, training and open facilitation, we work with teams on the things that matter. We work with teams to embed and develop the behaviours, techniques, knowledge and pride that will generate belief, passion, discretionary effort and a climate for success.

Instead of the lengthy period so often required before a team becomes vaguely productive, we quickly generate Passion, Loyalty, Trust and Synergy. – and we've seen some remarkable results.

Can YOUR teams step up to the challenge?



Defining the Team's purpose

- Why do we exist?
- What must we achieve?
- Clarity of Vision and Purpose

The Current Reality

- SWOT Analysis and response plan
- Identifying Blockages to our goals
- Developing Strategy to move forward

Understanding Personalities

- Self Assessment tool
- Recognising appropriate styles and approaches to use with colleagues
- Valuing differences in others
- Maximising Team Synergies

Understanding Trust

- How and why does trust develop?
- Tools and Techniques to build trust
- Generating long term commitment

Team Dynamics

- Belbin Team Analysis
- Team Skills Matrix and Histogram
- Defining Roles & Responsibilities

How do we need to work together?

- 'Team Behaviours' Model
- What behaviours must we develop?
- What are our key relationships?
- How to support/challenge each other?
- Holding 'Crucial Conversations' well

Internal processes

- How will we make decisions
- How will we deal with conflict
- How will we communicate
- How will we measure performance

Maintaining Standards

- Prioritisation and Importance
- Holding each other accountable
- Team 'self-management'

Climate & Leadership

- Climate analysis
- Leadership Style analysis
- Leadership Mentoring
- Modelling appropriate behaviour

Creating Team Ownership

- Creating Team Pride
- Delivering on Promises
- Picking low-hanging fruit

Managing Customer Expectations

- Internal Customer feedback
- Importance & Satisfaction matrix
- External Communication needs