

Building Great Teams



Forward Focused Business Advisors

This 90-day 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:

- **Discovery:** through a variety of mediums (interviews, employee experience surveys and behavioral assessments), we'll garner feedback from all levels of the team that will provide specific/customized topics for the workshop).
- Behavioral Assessment of team members also includes readback, personal development guides; manager strategy guide; 1:1 peer relationship guide; and other coaching tools.
- **Team Workshop:** over the course 1 ½ days, we'll lead the team through conversations and exercises that address the challenges and issues uncovered during the discovery stage.
- **Customized Implementation Plan:** from the Workshop conversations/exercises, we'll create a plan that can be implemented across the team (items may include: core values of team; communication strategy; further defining of roles & responsibilities of team members; and improved workflows).
- **Team Follow-up & Support:** includes five (5) 1:1 coaching sessions for Team Leader/Department Manager to ensure the success and effectiveness of the Implementation Plan is being followed. Also includes a 12-month follow-up survey.)
- 90-day engagement.
- \$12,000 with 50% deposit/50% at conclusion (or \$10,000 if paid-in full up front).

Program Outline		
Discovery	<i>The first step in our process involves gathering information and data from multiple vantage points. We'll use and refer back to this information during the Workshop.</i>	<ul style="list-style-type: none"> • Management Interviews • 360 Team Experience Survey • Behavioral Assessment of each Team Member • Review Team Roles & Responsibilities • Review Current Workflow/Processes
Discovery Review	<i>Gaining the insight of the Team Lead (or other Executives within the organization) is an important step as we set the stage for the work we'll do in the Workshop.</i>	<ul style="list-style-type: none"> • Recap findings with Team Lead/Department Manager • Review Agenda for Offsite
Workshop: Day 1 (Full Day)	<i>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.</i>	<ul style="list-style-type: none"> • Share Survey Results with Team • What does an Ideal Team Look Like? • Building Trust/Chemistry • Rules of the Road/Communication Strategy • Review Current Workflow/Processes
Workshop: Day 2 (1/2 Day)	<i>Building on Day 1, the team will work together to create a plan to move things forward and create metrics that work for them when measuring success.</i>	<ul style="list-style-type: none"> • Recap/Review of Day 1 • Moving Things Forward <ul style="list-style-type: none"> ○ Change/Improve Current Workflows ○ Agreement on New Communication Strategy ○ Identify Future Risks ○ Create Metrics for Success
Team Follow-up & Support Measure Results	<i>In addition to the 1:1 coaching calls, we'll perform a 2nd survey of the team approximately 6 months after implementing the new processes</i>	<ul style="list-style-type: none"> • Customized Implementation Plan • 1:1 Coaching of Dept Manager • 2nd 360 Team Survey • Adjust Team Plan as needed