NEW TEAM ACCELERATION

TEAM & LEADERSHIP DEVELOPMENT IMPACT SERIES™

DEFINITION AND OVERVIEW

"Coming together is a beginning. Keeping together is progress. Working together is success."

- Henry Ford

The New Team Acceleration Workshop is designed for intact teams that are in the early stages of building the group.

Beginning with one-on-one interviews, information is collected from team members such as individual expectations, perceptions, concerns, and opportunities. This information is then compiled and provided as an aggregate to the team so that they can address it during the workshop.

Participants are facilitated through a series of exercises to build familiarity with team members, roles, culture, and processes, enabling them to accelerate the effectiveness of their new team.

WORKSHOP COMPONENTS

This highly interactive program can be offered as a module within a program or as a standalone workshop. We recommend a full-day workshop for the greatest impact; however, we can modify the content to fit within any time frame. Potential components include:

- Self-assessments such as 5 Behaviors of a Cohesive Team® or Everything DiSC Workplace®
- Trust and Engagement
- Conflict Resolution
- Change Readiness and Resilience
- Communication
- Vision and Alignment
- Goal Setting
- Philanthropic Team Building
- Learning Agility

BUSINESS DRIVERS

For decades, social scientists have observed the interactions of new groups and have concluded that groups typically follow a development path consistent with the one that Bruce Tuckman identified in the 1960s: "Forming, Storming, Norming, and Performing."

Research shows that teams usually flounder or even fail on the way to Performing, where eventually their hard work leads to the achievement of goals.

The good news is that new teams that are purposeful and focused in the early stages of team development spend less time getting to the Norming and Performing stages, thereby increasing their individual and collective productivity.

COMPETENCIES

Teams that are competent in this area are able to:

- Quickly and successfully build relationships with each other, based on mutual purpose and respect.
- Learn what they need to know about each other's roles and responsibilities to raise levels of productivity and effectiveness.
- Clearly and quickly communicate expectations, needs, and priorities.
- Foster a feedback-rich environment.
- Celebrate accomplishments, learning, achievements, and growth.