



STRATEGY MANAGEMENT FOR TEAMS

Helping management and functional teams work through problems and goals to achieve better results.



In today's economy, companies must engage their management and functional teams by focusing them on accomplishing bottom line results. However, it is often the team dynamics that clouds the ability for the team to focus on reaching goals. Helping teams

improve their team trust, communication, accountability, planning and execution skills will increase the chance of the team getting better results. Teams that are willing to engage in productive conflict know that the purpose is to produce the best possible solutions in the shortest period of time. They will discuss and resolve issues more quickly than others, and they will emerge from discussions with no residual feelings or collateral damage.

Strategy Management for Teams is a proven, training and change management process that facilitates teams through a goal setting and team efficiency process. With focus on improving team trust, communication, goal planning, and accountability, teams are guaranteed improved results that will impact the company's bottom line.

Are your teams accomplishing their goals in order to strengthen your business?

Are your employees completing tasks that align with the teams' and organizational goals?

Are your people holding each other accountable for improved results?

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STRATEGY MANAGEMENT FOR TEAMS – Outline

The Employers Edge offers a **customized** approach to team development which includes 5 modules that can be delivered in weekly ½ day sessions, or in a 2 or 3 day program or retreat (20-24 hours). The process starts by interviewing key participants to identify the teams' challenges and needs and administering the ProfileXT and team assessment.

BUILDING TRUST – Session One – 4 hours

Personal Histories Exercise

- Overview of the Teamwork Model
- Team Development Assessment
- Building Trust – Why People Don't Trust
- Warning Signs
- Giving and Accepting Apologies
- Profile XT Assessment Team Review

Results:

Participants “buy in” to the development process understanding what it takes to work effectively as a team.

Through the ProfileXT Assessment, team members begin flexing their style to others and appreciating the strengths of each other.

COMMUNICATION – Session Two – 4 hours

- Keys to Communication
- The Problem with Communication
- Listening to Others – Fostering Understanding
- Understanding Team Conflict and Styles
- The Interpretation Exercise
- Creating Team Communication Norms
- Developing Communication Strategies

Results:

Participants identify their top 3 communication challenges from the list of 21 biggest team and corporate challenges, and develop plans for improving the communication challenge.

Participants identify and establish a set of norms around how members will engage one another in communication and conflict.

PLANNING – Session Three – 4 or 8 hours

- Organizational/Departmental Analysis
- Identifying S.W.O.T.
- Dream/Change List Exercise
- Developing Strategic Goals
- Identifying Critical Success Factors
- Cascading Goals/Developing Employee Goals

Results:

Participants assess strengths, weaknesses, opportunities and Threats.

Participants develop a clear strategy for their department or organization and learn how to cascade goals down to every job level.

ACCOUNTABILITY – Session Four – 4 hours

- The Responsible Team Member
- The Game of Work – Accountability Model
- The Blame Game Exercise
- The Team Report Card
- Accountability Feedback Exercise
- Choosing to “own” the Feedback

Results:

Team members learn to recognize their responsibility for team performance.

Team members create a system of accountability and feedback strategies for holding team members accountable for results.

EXECUTION – Follow-Up Session – 4 or 8 hours

- Defining Roles and Responsibilities
- Job Analysis Review
- Identifying Decision Making Authority
- Identifying High Payoff Activities
- Meeting Management and Effectiveness

Results:

Team members review and discuss roles, responsibilities, and decision making authority.

Team members make presentations on their plans for getting to the strategic plan.