



TEAMWORK BUILDERS AND BLOCKERS

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 trust in one another,

communication, accountability, 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 time. They will discuss and resolve issues more quickly than others and emerge from discussions with no residual feelings or collateral damage.

*The Employers Edge **Teamwork Builders and Blockers** is a proven, training and team development process that facilitates teams through specific team problems with a focus on getting the team to be more accountable for solutions and ultimately results. 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 people holding each other accountable for improved results?

Is your team communicating effectively and dealing with the conflicts that arise from personality differences?

Does your team have clearly defined goals and plans, and are they meeting project deadlines?

Please call for a free consultation >>>

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TEAMWORK BUILDERS AND BLOCKERS – Outline

We offer a **customized** approach to team development which includes 4 modules that can be delivered in weekly full day session, or in a 2 day program or retreat. The process starts by interviewing key participants to identify the teams' challenges and needs and administering the ProfileXTselect and team assessment.

BUILDING TRUST

- 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

- 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. Then develop plans for improving their communication problems.

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

ACCOUNTABILITY

- 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

- 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 identify their high-payoff activities and learn to have more effective meetings.