



Team Alignment Series

Purpose

Accelerating profitable growth in today’s complex and dynamic business environment requires intact teams that balance important and urgent work in ways that solve problems and capitalize on opportunities. At today’s frenzied pace, wasting resources on unfocused, misinterpreted, or out of alignment agendas is often the difference between unbelievable team performance and “reorganization” in hopes of better results.

Selecting a group of talented individuals is only the first step. The primary challenge is engaging team members in an open examination of how priorities, operating principles, and metrics will accelerate business growth.

The Team Alignment Series provides an engaging learning process for rapidly gathering team members’ perspectives, clarifying their team purpose, discussing team values, and crafting an enthusiastically supported vision for sustainable growth. The Team Alignment Series of facilitator tailored learning activities produces results by leading individuals to discover the value they gain by aligning their unique contributions with their team’s purpose and business objectives.



Learning Objectives

Participants learn to:

1. Understand and accept the challenges of building a high performing intact team
2. Refine and align around the team’s Purpose
3. Explore personal work values, shared work values and define team operating principles
4. Identify and agree on “customer,” business, team and individual objectives
5. Discover and plan “hidden” team resources and talents will be leveraged
6. Develop strategies and plans for impacting indicators and achieving objectives
7. Sustain and extend trust building communication practices
8. Create and periodically revisit the Team Map to make “course corrections”



Results

For a Team’s “Customers:”

- Improved confidence in team’s progress against schedule and results
- Increased measureable results in less time
- Demonstrated respect for critical customer metrics - time, quality, productivity, etc.

For Participants:

- Added influence and responsibility in meeting “customer” requirements
- Increased pride in team performance and value
- Improved utilization of and recognition for unique talents

For Your Company:

- Less effort wasted on off-focus, time-wasting individual agendas
- Higher quality, differentiating, team performance and results
- Increased ability to rapidly capitalize on challenging growth opportunities

Configurable Modules

1. Orientation and Purpose
2. Values and Operating Principles
3. Open Communication
4. Vision and Imperatives
5. Team Talents and Objectives
6. Maintaining Team Communication
7. Achieving Objectives, Sustaining Performance

Common Participant Roles

- Intact Business Unit/ Location Teams
- Business Critical Project Teams
- Executive Teams
- Sales and Sales Support Teams
- Team Sponsors

Details and Logistics

The Team Alignment Series provides a structured approach to supporting teams through common stages of team development and quickly begin impacting leading indicators and achieving results. Teams find they make the greatest progress when they complete modules in order, with at least three days between each workshop. A workshop can be from two to as much as eight hours in length. Most modules are two to four hours in length.

With few exceptions, modules can be delivered independently and in a variety of sequences. Depending on your objectives and short-term ROI expectations, a learning event can be conducted in as little as two hours. When time allows, team leaders and sponsors tell us that they find the most value in pairing a half day team workshop with a half day of team member coaching.

Contact us with your view of what would work best, and let one of our associates recommend a tailored solution that accomplishes your objectives.

Why Strategic Learning?

For more than 20 years Strategic Learning has partnered with customers to create and implement performance improvement solutions that deliver on our customers' intended business results. Our learning solutions are informed by decades of research, and configured to the realities of each customer's experience. By blending our ability to engage people in discovering their potential with each customer's unique business insights, we accelerate profitable growth.

Please call us to explore how we might support you in your journey to discover human potential and accelerate profitable growth