

Team Development

*"Coaches who can outline plays on the blackboard are a dime a dozen.
The ones who win get inside their player and motivate." – Vince Lombardi*

Do teams in your organisation understand where their work fits in the context of the company's goals, vision and values? Do team members perceive their service as valuable to the organisation and to their own careers? Do team members feel responsible and accountable for team achievements?

According to a major study of U.S. and Canadian employers by Towers Watson it was found that companies with the most effective communication programs provided a 47 per cent higher total return to shareholders over the past 5 years compared with firms that do not have effective communication programs in place. Moreover, a significant improvement in team and communication effectiveness is associated with an increase in market value.

Our Team Development and Communication Program

Our very popular program provides a manager with the emotional intelligence competencies and key motivators of each person on the team. It describes what drives team members individually and as a team to extraordinary performance. The *Communication & Team Directory Report* includes an analysis of the team's motivation diversities as well as the management strategies that will be required by that manager to most effectively communicate with and motivate each direct report. Individual summaries are provided for each direct report so they know how best to communicate with their peers and their manager (*we like to call it an objective 360*).

What's included in the Program?

Team Analysis Coaching Session

The coaching session is with the team leader/manager who creates best ways to manage, motivate, and communicate with each direct report based on his or her individual motivators.

Communication & Team Directory Report

- ✓ A summary of how the leader's motivators compare to those of his or her direct reports
- ✓ Direction on how each leader can effectively motivate and lead each of his or her direct reports
- ✓ Reminders and insights on how the leader can have difficult and/or important conversations without making people defensive
- ✓ Specific language the leader can employ to communicate with his or her direct reports

"The Team Development Program consistently helps us improve our understanding of our team members' strengths and weaknesses to achieve maximum communication, resulting in cohesiveness necessary to achieve our business objectives."

Senior VP & General Counsel – EDS



Contact us for our special introductory package

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