



Strategy Management for Teams

HELPING MANAGEMENT AND
FUNCTIONAL TEAMS WORK THROUGH
PROBLEMS AND GOALS TO ACHIEVE
BETTER RESULTS

Teams Focus On:

- Increasing Trust and Communication,
- Planning and Accountability,
- Developing Goals and Individual Responsibilities to Align with Organizational Goals.

The
EMPLOYER'S EDGE 

www.TheEmployersEdge.com or call 303/708-8160

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?

DO MEMBERS OF THE
TEAM TRUST EACH
OTHER?

"Thank you for helping us to improve trust, communication, and accountability within our executive team and with the management teams in our divisions. Your customized process of addressing our specific challenges made the measurable difference..."
-- Suzanne Deremo, VP of HR



Team dynamics can often cloud the ability for teams to focus on reaching goals. This proven team training and change management program facilitates teams through a goal setting and team efficiency process that increases trust, communication, planning, accountability, and focuses teams on bottom line results.

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

BUILDING TRUST – Session One – 4 hours

- Personal Histories Exercise
- Overview of the Teamwork Model and Team 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

- 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 & 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 create a “change list” and 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, high pay-off activities, and decision making authority.

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