

## **THE TEAM LEADERSHIP JOURNEY® –**

Not all teams function as high performing teams. **PeopleTek** accelerates team growth through our unique *Team Leadership Journey* program.

Teams typically fall into one of the following stages:

Forming - Developing a purpose, objectives, and relationships

Storming - Power struggles and compromises

Norming – Obtaining agreement and consensus: fun!

Performing - Strategically aware; healthy disagreements

Let us help your team move through the stages and obtain the results you desire!

### Phase 1: The Journey Begins with Team and Self Discovery

Leaders will experience an interactive and interpersonal introduction to the program, receive an evaluation and assessment of skills, and participate in brainstorming and activities with team members and facilitator to apply learning's to their team and individual positions. Individuals learn and understand their individual contributions and how they add value to the team.

### Phase 2: The Journey Continues with Collaboration & Creativity

Leaders learn a new method to set a meaningful team mission statement that is linked with departmental and organizational objectives. Through experiential exercises, leaders learn why the processes of clear communication, hiring, performance review, reward and recognition, and development need to be linked to have a high performing team.. They also learn healthy conflict resolution and how it adds value and builds trust.

### Phase 3: The Journey Ends with a Strategic Team Project And Individual Development Plan

The final phase involves practicing new skills, discussing different ideas for resolving issues, and looking forward to the future. Here we take all the skills and concepts learned and apply them to the team's actual work environment on a project that benefits their entire business unit.

Leaders will:

- Begin with a confidential interview to identify team strengths and growth areas to be used as a benchmark study
- Receive an assessment of the team results
- Determine prioritized team and individual responsibilities
- Understand unique leadership styles through assessment instruments

Team members will:

- Create measures to assess team Effectiveness
- Assess what behaviors the team desires to change
- Determine the strengths of the team and include them in development planning
- Strengthen team trust

Leaders will:

- Learn how to handle difficult individuals
- Communicate and manage change
- Apply team concepts on a meaningful team project
- Build stronger meaningful business relationships