

Building Spectacular Teams

Harnessing Individual Potential to Strengthen the Power of Teams

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What is Building Spectacular Teams?

The organization that understands the potential and power of team relationships and takes steps to create the conditions in which they flourish is providing itself with an unparalleled competitive advantage. The Building Spectacular Teams Seminar provides a vehicle for exploring team relationships and building a shared understanding of what soundest practices look like in day-to-day teamwork. A foundation of sound relationships is what enables teams to achieve synergy by empowering members to fully explore and maximize key resources with a clear focus on greater results than would otherwise be possible.

Building Spectacular Teams strengthens a team's ability to achieve the highest possible results. Activities examine soundest and actual team culture and develop strategies for identifying and breaching the gap between actual (where the team is now) and what the team itself defines as the soundest possible operation.

Participants explore reporting structures and teamwork communication styles to strengthen productivity and commitment. Personal behaviors are explored as they relate to mutual trust, respect, consensus, and commitment to excellence. Members learn and practice effective critique and listening skills to strengthen the quality of communication. Finally, teams identify their team priorities and define strategies for achieving them. An optional activity provides an opportunity to select an actual model project on which to practice the team's newly honed teamwork skills.

Who Can Benefit?

Any intact work team can benefit from the activities whether they are a new or established team. Team members do not need to complete a Grid® Seminar before attending, but Grid Seminar experience before or after would most likely benefit members by establishing practical experience with basic critique skills.

Seminar Goals

Critique: Use critique to

- inspire involvement, creativity, and commitment to producing synergy (a collective outcome that exceeds any single individual outcome);
- achieve continuous improvement and measurement; and
- build sound relationships based on mutual trust and respect.

Managing Conflict: Identify and learn to use conflict as a source of productive energy and understanding.

Decision Making: Create a process that generates high-quality decisions, high-speed decisions, and high commitment to team decisions once they are made.

Objectives: Explore the importance of clear, specific, shared objectives. Learn to use objectives as a natural discipline to direct daily actions.

Planning: Develop planning skills and an overall methodology to provide team focus and shared effort.

Change: Understand the dynamics of change and how to manage the change process. Create team norms that inspire and direct change for synergistic results.

Roles and Responsibilities: Clarify and develop a shared understanding of individual and team responsibilities to strengthen coordination, trust, and team synergy.

How Long Does it Take?

Time guidelines vary based on the number of team members and complexity of issues, but the average time for a team of 5-6 people is three days. For a team of 7-10 people, the guidelines will increase to four days. For a team of more than ten people, the guidelines will increase to five days.