

The Team Advantage

Leaders are challenged by a new world of work. Chaos and uncertainty are more normal than not.

As a leader, are you asking these types of questions:

“How do we rebuild after the economic downturn strained resources?”

“What can I offer a team that really needs to create something new and take ownership of their outcomes?”

“How do we continue to do more with less?”



Yes? The acceleration of change in organizations, emerging needs for innovation, and alignment of values are all factors creating a need for new leadership and new ways for people to succeed. This body of work emerged from teams that addressed these and other questions.

WHAT IS THE TEAM ADVANTAGE?

Team Advantage is a proven team coaching program de-signed to transform teams and their leaders through a development process – one that goes beyond the typical two-day team building event. The program is presented as an organizational “game” oriented around a stretch goal that is meaningful to the organization’s success. It is successful because of a partnership with a coach who conveys coaching skills to the team leader as they focus together on guiding the team to new awareness, new agreements, and extraordinary performance. The process includes four phases of team development that are implemented over the course of 16 weeks: pre-game preparation, kick-off workshop, weekly coaching sessions, ongoing recognition and celebrations that result in team trans-formation.

WHAT ARE THE OBJECTIVES OF THE PROGRAM?

The key objective of Team Advantage is to provide a complete framework for driving team performance, resulting in a transformational experience. Other key learning objectives include:

- Conveying core and advanced coaching skills to the team leader
- Providing a forum for real conversations, truth-telling, and surfacing conflict as a natural part of team development and essential to the creative process

- Having each team member take responsibility for the success of the team
- Leaving the team with a replicable process for continuing to grow together as they accomplish their potential

WHAT MAKES THIS PROCESS WORK?

There are four features of Team Advantage that make it work for driving high team performance:

Real Business Goals – Team Advantage addresses a real business need and can reshape or catapult the entire business, even beyond the individual team.

Coaching – the coaching component stretches people to become consciously aware of what motivates their behaviors and actions and how they impact others. Coach-ing holds people accountable for honoring their commitments.

Ownership – the team creates and takes ownership of the game plan to achieve something extraordinary. It is their game plan.

Sustainability – teams will have a replicable process along with new habits and behaviors discovered during the team coaching, as well as an easily adaptable business planning format they can apply to any future goal.