

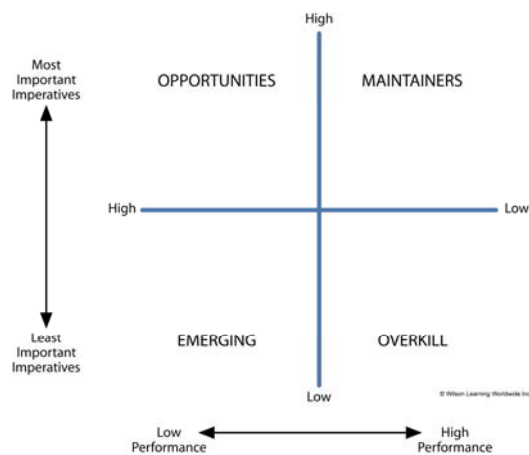


CREATING TEAM MASTERY

Some teams may reach a satisfactory or even high level of performance, but they are lacking the spirit of a true team. There are also some teams that feel they could be better and so they ask “How good *could* we be?” Teams like these already know the basics, and get the job done, but there definitely something missing. These types of teams are ready to move up to new levels of team effectiveness – up to Team Mastery.

Creating Team Mastery (CTM) helps enhance a high-performance and fulfilling response to increasing challenges that teams face today. CTM helps teams look deeply at *Self-Leadership* (through connection with team goals, individuals are able to act proactively), *Learning Effectiveness* (able to learn through change), and *Alignment* (shared purpose, vision, values, and goals). Teams examine and improve their alignment through CTM, which in turn leads to increased capability to deal with rapidly changing environments.

Team Opportunity Matrix



The Team Opportunity Matrix is a strategic tool to help the team prioritize where and how to invest its energy and resources. The dialog about goals and priorities helps the team improve alignment and commitment.

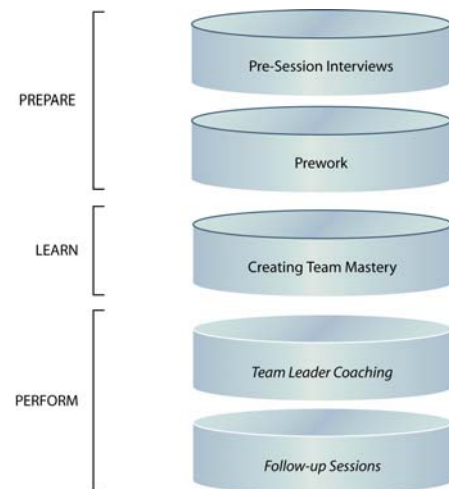
CTM helps teams sharpen their purpose and vision, discover how unrecognized talents can bring unexpected contributions, and create a dynamic balance between individual fulfillment and team performance.

VALUE PROPOSITION

For important cross-functional teams have not yet formed, CTM can be the catalyst. CTM is strategic enhancement for important teams to help them grow from good to great in challenging times

APPROACH

CTM is a two-day facilitated workshop that focuses on developing strategically important teams. CTM’s process begins with interviewing team leaders and members about direction, challenges, and goals in order to focus the intensive time together on what matters.



A product of the workshop is a Team Map, which captures the commitments and direction, and then serves as a baseline to hold the team to the course.

CTM has six integrated learning modules:

OUTCOMES BY MODULE

<i>Modules: Key Learnings Are...</i>	<i>Your Participants Will...</i>
<p><i>Team Profile</i></p> <p>How to assess current team functioning in terms of ten key scales of team effectiveness.</p>	Be able to assess the needs and potential of the team
<p><i>Team Purpose</i></p> <p>How to answer, as a team, the questions “What is my purpose?” “What value do we deliver?” and “What is our purpose?”</p>	Be able to develop a common understanding of the team’s purpose and the fit with their individual goals
<p><i>Team Values</i></p> <p>How values have a powerful effect on team operations and consistency. What the real values are of this team and the individuals on the team.</p>	Be able to develop a meaningful set of common values to guide operations
<p><i>Team Vision</i></p> <p>How vision inspires commitment to reach a common, unifying goal. What the team vision is for this team, and what goals are a priority</p>	Be able to share a common vision of where the team is going, why it matters, and what it will take to get there.
<p><i>Team Talents</i></p> <p>How individuals bring their own strengths, talents, and motivations to the team. How individual talents can be leveraged to enhance effectiveness.</p>	Be able to see the talents within the team, and how they contribute to achievement of the team’s purpose
<p><i>Commitment to Outcomes</i></p> <p>How the team will follow up on goals and plans made. How the Team Map can hold the team to its purpose and serve as a benchmark. How to secure commitment over time.</p>	Be able to commit to achieving the team’s purpose

ENABLING IMPROVED PERFORMANCE

Creating Team Mastery is self-reinforcing; the plans and commitments made by the team during the workshop are highly visible. Progress toward goals and commitments are evident through a “Disciplined Map Review” process at regular intervals up to a year following CTW.

Involving more senior managers in the process as early as possible, and ensuring their alignment and support, is important to the success of this course.

In some cases, the effectiveness of CTM can be enhanced by having the facilitator return for follow-up sessions or team leader coaching.

MEASUREMENT

While no instruments are used with CTM, the initial exercise of assessing team performance along 10 dimensions is readily repeatable, and can be used on an informal basis as a “progress check” and means of reinforcing the commitments and goals from the Team Map.

The primary measures of CTM’s impact will come from existing organizational measures – Has the team made the difference for which it was created? Has the team accomplished its mission?

EVALUATION

Wilson Learning can partner with your organization to measure the initial behavioral changes and business results. We have a common interest in making sure that CTM brings the results you seek, and have a variety of tools to help you evaluate progress and results. One option for CTM is a web-based survey of the team to gather data on observed behavior changes and changed results.

We can work with you to set up measurement systems to keep the change going after it has well begun.

This offering, like all others from Wilson Learning, can be customized to reflect your environment and business priorities, and integrated with your processes.