



Producing Individual and
Organizational Success

Fast Start Team Development

Teamwork doesn't happen overnight nor does it happen by accident. Every project team, executive team, or Board of Directors experiences common stages of team development with many predictable and manageable "getting started" issues. Working together early on to address these core team issues will improve the working relationships within the team and determine its overall success. Team building is a key component of the "real work" and should not be treated like a separate activity. Effective team development ensures that the right things happen by design, not by chance.

Solution-Based Services:

- Provide confidential consultation and coaching to executive or team leaders about the basic elements of effective team building.
- Facilitate team meetings to help get through the "storming" stage successfully.
- Guide the team in defining its purpose, roles, responsibilities and reaching agreement on ground rules.
- Supply the team with assessment instruments and other tools to help understand personal styles and differences and their impact on the dynamics within the team.
- Coach the team to develop decision-making and problems solving skills and team processes to help prevent and resolve conflict.
- Guide the team to set goals and develop action plans in order to implement strategic plans.

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