



## **Teamwork & Renewal Case Study #2**

### **Background**

A management team, experiencing changes in team member composition, was experiencing stalls in the decision-making process. It had been an extensive time since the group had experienced any type of teambuilding initiative exploring interaction styles.

### **Goals**

- To amplify cooperative communication patterns
- To appreciate differences regarding decision-making styles for accomplishing strategic and operational priority issues
- To develop a more supportive and connected approach to working together to address barriers to achieving key result areas
- To improve efficiency in team functions and interactions
- To promote doing business better by accelerating individual drive and team productivity

### **Approach**

#### *Needs assessment*

- Interview of the President
- Five key questions asked of leadership team

#### *Development and delivery of program*

- Four half-day leadership sessions

#### *Team Dynamics – Interaction Factors*

- Clarification of expectations and goals
- Exploring differences through a personal interaction style assessment (DiSC)
- Strategies for enhancing team interactions and understanding each other by leveraging personal strengths and flexing to meet team needs

#### *Team Dynamics – Performance Factors*

- Team function assessment
- Five critical behaviors of a high performance team
- Building a steadfast focus on team collaboration and connection
- Developing a team charter for leadership best practice connected to vision, values and strategic mission



*Team Dynamics – Process Factors*

- Unified vision and strategic approach for achieving results
- Plan for implementing goals that supports a productive, take charge approach
- Problem solving focused on team alignment, listening and responsiveness

*Team Dynamics – Contribution Factors*

- Characteristics of individual and organizational effectiveness
- Drivers for personal and organizational engagement
- Core leadership practices that enhance optimal teamwork
- Action plan for driving forward results for priority issues

**Outcomes**

- Acknowledgement of current strengths as a team
- Related goals they would like to attain in the areas of critical team success factors and alignment to achieve key result areas
- Appreciated differences in interaction and problem solving styles
- Determined methods to foster personal and team effectiveness
- Developed strategies for developing a future plan to leverage their strengths, build momentum, and build flexibility for the future