



Instead of the lengthy period so often required before a team becomes even remotely productive, this program quickly builds trust, loyalty, passion & synergy...

We've seen some truly remarkable successes.

**Could YOUR teams benefit from this opportunity?**



**Team Acceleration is a hugely successful process, designed to fast-track new or existing teams to significant levels of high performance.**

Team Acceleration isn't 'Team Building'... that tired old formula of abseiling, making rafts or running around with blindfolds on.

Instead, working with the team, we help them to understand why they exist... the reason they have been assembled, including their objectives, goals and deliverables. Using adult learning techniques including workshops, self-assessment, feedback, training and open facilitation, we work with the team on the things that matter. We help the team to bring their values to life, to develop and embed the right behaviours and to discover the knowledge and skills required to generate pride, passion, and the climate for outstanding success.

#### Defining the Team's purpose

- ▶ Why do we exist?
- ▶ What must we achieve?
- ▶ Clarity of Vision and Purpose

#### The Current Reality

- ▶ Where are we now?
- ▶ SWOT Analysis and response plan
- ▶ Identifying Blockages to our goals
- ▶ Developing Strategy to move forward

#### Understanding Personalities

- ▶ Self Assessment tool
- ▶ Recognising appropriate styles and approaches to use with colleagues
- ▶ Valuing differences in others
- ▶ Maximising Team Synergies

#### Managing Stakeholder Relationships

- ▶ Internal Customer feedback
- ▶ PRISM Stakeholder Feedback Method
- ▶ Importance & Satisfaction KPIs
- ▶ External Communication

#### Team Dynamics

- ▶ Belbin Team Analysis
- ▶ Team Skills Matrix and Histogram
- ▶ Defining Roles & Responsibilities

#### Maintaining Standards

- ▶ Prioritisation and Importance
- ▶ Holding each other accountable
- ▶ Team 'self-management'

#### How do we need to work?

- ▶ 'Team Behaviours' Model
- ▶ What behaviours must we develop?
- ▶ What are our key relationships?
- ▶ How to support/challenge each other?
- ▶ Holding 'Crucial Conversations' well

#### Internal processes

- ▶ How will we make decisions
- ▶ How will we deal with conflict
- ▶ How will we communicate
- ▶ How will we measure performance

#### Leadership & Team Climate

- ▶ Climate analysis
- ▶ Developing the Six Leadership Styles
- ▶ Leadership Mentoring & Support
- ▶ Modelling appropriate behaviour

#### Creating Team Ownership

- ▶ Creating Team Pride
- ▶ Delivering on Promises
- ▶ Picking low-hanging fruit

#### Developing Trust

- ▶ How does trust develop?
- ▶ Tools and Techniques to build trust
- ▶ Agreeing boundaries & expectations
- ▶ Generating long term commitment

#### Self Managed Work Teams

- ▶ Empowerment and Self supervision
- ▶ Development and Growth

