

INTENTIONAL COMMUNICATION CONSULTANTS

REAL TEAMS

(Freeing Group Potential)

“A team can have everything going for it – the brightest and most qualified people, access to resources, and a clear mission – but still fail because it lacks group emotional intelligence.”

Vanessa Urch Druskat & Steven B Wolff, Harvard Business Review

- **How solid is the trust level of your organizational teams? Without it – everything suffers – energy, meaning, purpose, creativity and the ability to make decisions**
- **Do your teams have the skill to manage conflict as it surfaces (and it will) and the ability to use it as a positive resource for the group?**
- **Do all of your team members participate in making constructive contributions to the team’s goals?**

Real Teams builds on the foundation of *individual emotional intelligence* – to develop abilities that are attuned to expanding the emotional capacity *of the entire team!*

This requires that team members be committed to personal and group accountability at the highest level. High performing teams are sustained when individual members commit *to the group well being and development.*

This is often challenging when the habits of individual competition and self-protection run counter to the demands of group identity and purpose.

Teams that function at this high level require the membership of individuals that are highly skilled in the delicate balance of thinking, feeling and acting *both as autonomous individuals and dedicated group members.*

MODULES

1. **The Definition & Development of Teams** - Defining Group Identity
2. **Beliefs and The Effectiveness of the Team** -How Individual, Group and Organizational Beliefs Drive Group Effectiveness
3. **The Forces of Competition & Cooperation** - How They Function to Limit or Enhance Your Team
4. **Working With Individual Emotions** - Individual Emotional Competencies Required to Contribute to Build Group Emotional Intelligence
5. **Working With Group Emotions** - Building Norms for Team Emotional Intelligence
6. **Dealing With Conflict** - Building Group Capacity for Welcoming and Engaging Differences

7. **Creating an Affirmative Team Culture** - The Everyday Tool That Transform and Sustain Positive Environments

Program Format & Audience

- This program is designed is to be delivered as a 3 day format for team members.
- This small group format is highly participative, dynamic and uses *the dialogue* and *appreciative inquiry* processes as its key learning vehicles.
- The program is designed to address your specific team needs – and challenges.
- **A follow-up coaching session is highly recommended.**

PARTICIPANTS TAKE AWAY

- **Clarified sense of purpose, objectives and understanding of group goals, processes and interpersonal relationships**
- **Renewed team spirit, greater confidence and spontaneity**
- **Strong sense of the group culture and interpersonal boundaries**
- **Greater skill in using *the dialogue process* as an important tool for generating creative ideas, problem solving and decision - making in shorter periods of time**
- **Overall improvement of the team's effectiveness and productivity levels**

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