

STRATEGIC TEAM DEVELOPMENT PROGRAM



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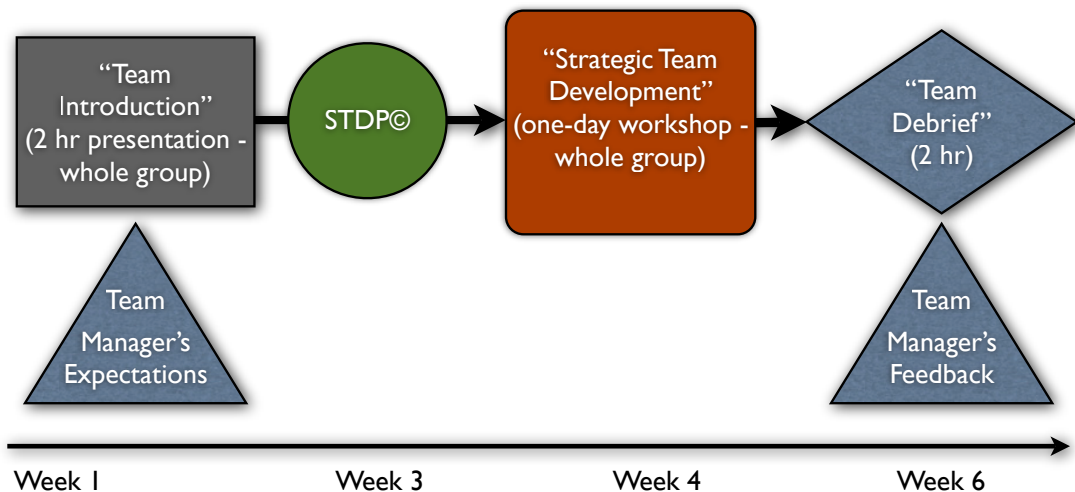
“In the current economic climate no organization can afford low-performing teams. And no organization can expect to benefit from the upturn without highly innovative, high-energy teams!”

Revitalize a team that’s “stuck” or transform a working group into a “high-energy” team!

Benefits:

- Get increased “buy in” from team members to the *vision* of the group.
- Understand the stages of team development.
- Enhance job satisfaction.
- Learn and apply the KSA’s (Knowledge, Skill, and Abilities) of effective team behaviour.
- Experience a more productive *Team Phase Space*.
- Demonstrate more responsive, client-focused, resourceful and flexible team work.
- Explore the gap between how things *should* be and how they *actually* are in the team at the moment.
- Show more effective and sustainable client relationships.
- Make *collective* decisions about how to do things differently, and *commit* to making the changes necessary to become a high-energy team.
- Discover shared *value* for working together in new and more fulfilling ways.

Strategic Team Development Program Outline



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The Strategic Team Development Program is a facilitated exercise for managers who are heading up a new team or looking to revitalize a team that may be “stuck”.

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The **Strategic Team Development Program** takes the following suggested structure:

- ★ A **preliminary meeting** with the team manager and stakeholders to understand the context of current team performance and review expectations.
- ★ **“Team Introduction”**: A (2 hour) presentation to the group (or each sub-team of the group) covering evidence-based and practical frameworks for effective teamwork, and introducing team members to the STDP© (Strategic Team Development Profile).
- ★ Administration of the **Strategic Team Development Profile©**. This is an online survey (about 30 minutes to complete) of what team members (collectively) consider is *important* for the group as a whole versus what team members say the group is *actually* doing. A report is generated for each team member (allow about 2 weeks).
- ★ The **“Strategic Team Development Workshop”** (one-day) for the whole group (including all sub-teams) to understand the components of a “high energy” team, review data from the STDP© reports, and collaboratively decide action steps to move toward becoming a more effective team.
- ★ **“Team Debrief”**: Facilitated (2 hour) group meeting (or meeting with each sub-team) to review action taken since the “Strategic Team Development Workshop”, facilitate team process, incorporate appropriate frameworks or skills to improve team resourcefulness, and decide next action steps).
- ★ A **program outcomes meeting** with the team manager and stakeholders.