

# Team Effectiveness



## Top-performing teams don't just happen. So develop them.

It takes a conscious effort to turn a group of talented individuals into a high-performing team. When you succeed, you've achieved a strong competitive advantage that can't be easily matched. Team members bring with them different personalities, opinions, and priorities. When these dynamics combine with trusting relationships and alignment around purpose and goals, you get highly innovative, sustainable solutions. The impacts of top team decisions and outcomes are far-reaching. By facilitating team effectiveness, we help ensure their results are positive.

We partner with leadership teams to: build a culture of trust and performance; clarify and gain commitment to objectives; identify barriers to success; develop collaboration skills; and establish mutual accountability. It's natural for teams to experience difficulties at times, and the process of managing them can be beneficial to both relationships and results. This often takes the help of an objective outside expert.

## Teams we work with:

- Think of themselves and act as a group, rather than as individuals
- Understand their team dynamics and learn to resolve their issues
- Feel loyal to one another
- Develop and demonstrate emotional intelligence
- Communicate effectively
- Commit to high levels of performance
- Align with organizational goals



## Our Approach to Teams

In facilitating team effectiveness, we first focus on understanding the unique dynamics of the particular team. We make sure that everyone is actively contributing and working toward the same purpose and goal. This helps the team to get organized and build consensus in developing an action plan for everything from strategy to implementation. Beginning with team dynamics also helps prevent unpredictability that can derail both a team's effectiveness and outcomes.

We help keep teams on track by ensuring that meetings are productive, complex issues are handled, and solutions are realistic and sustainable. Typically, we incorporate various assessments and other tools to further our understanding of individual team members and the competencies they offer to the team effort. Our ongoing coaching opens the team up to new insights and fosters greater effectiveness in dealing with whatever initiatives and issues they take on.

## Assessments

**Scientifically validated assessments for measuring and managing talent, ideal for use in selection, development, coaching, team effectiveness and succession planning**

### MHS Systems

For almost 20 years, organizations have trusted the science that underpins the EQ-i 2.0 to help improve human performance. Being the first scientifically validated measure of emotional intelligence (EI), coupled with research from premier organizations, means you can count on the EQ-i 2.0 to add robustness and accuracy to your talent management initiatives.



### TTI Success Insights

TTI Success Insights is the world's leading source for research-based, validated assessment and coaching tools that enable organizations to effectively meet their talent management needs and transform potential into productivity, performance and profits.



### Hogan Assessment Systems

World renowned as the premier authority in personality assessment, Hogan has set the global standard for predicting job performance for over three decades, building on a reputation of innovative leadership in providing scientifically-based personality assessment solutions for business and industry.



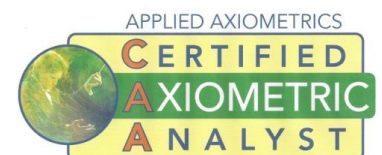
### The Booth Company

360 feedback assessments measure a variety of leadership competencies that can include decision making, being assertive with ideas, communicating more clearly, and clarifying goals and objectives. Unlike traditional reviews and feedback, 360 feedback evaluates job performance based on confidential responses from peers, direct reports, and other stakeholders.



### Axiometrics® International

The assessment measures an individual's performance potential while providing an accurate picture of their development needs. Built upon the ground-breaking work of Nobel nominee Robert S. Hartman, Axiometrics is a mathematics-based process for capturing clearly and precisely one's thinking and decision-making process.



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