

High-Performance Teaming Workshops

The Power of Story for Vision, Mission and Strategy (1 day) - for leaders and teams

Use the power of story for creating innovation momentum. This work is based on the development and refinement of 3 core 'stories' within the vision and mission narrative: 1) Company story that highlights the company's purpose and future direction, 2) the User story that focuses on deep empathy studies on the user, and 3) the Innovation story. We will address how your innovation story can fuse and fuel company culture, informed by your company's story and the story of the user's transformation. This process can serve as a springboard for developing deeper strategy initiatives.

Building Pillars of Trust - (0.5 day)

The foundation of effective teams, and often very difficult to win back if it is lost. Learn the core components, key factors, behavioural traits and patterns that are conducive to building trust, deepening effective communication, and creating safe space for commitment. Understand the specific, interpersonal relevance to self and your team.

Developing Self-directed Teams (1 day) – for leaders, managers, team members

We all know great teams require strong leadership. The effectiveness of teams also depends on many other factors: task characteristics, team composition and cohesion, role clarity, and trust — to name a few. These factors also provide the foundation for the stages of team development, from forming to performing. This workshop examines the success factors required for self-directed teams, and how to empower ownership and accountability among team members. Clients will gain insight into how teams are affected by limitations and benefits of team decision-making, how some team structures can improve decision-making, and how the dynamics of team trust are integral to this process.

Fostering High-Performance Teams (0.5 day) – for leaders and managers

Self-leadership refers to the process of self-direction and self-motivation. This workshop addresses how leaders can empower their working partners, to perfect the balance of autonomy and accountability that they are given, and enable collaboration with influence. Address the development of personal responsibility and leadership traits in employees – shaping and harmonizing high-performance drivers.

Building Collaborative Teams (1 day) – for teams

Companies need to be able to work together over common projects and goals. Effective collaboration and communication is key. In this workshop:

- Design a plan for team project
- Teams envision and codify how they want to work
- Teams build a collective map for further discussions and actions
- Draw out key team learnings and insights to improve future application

The Agile Shift (0.5 or 1 day) - for teams and managers

Agile, aligned teams use frameworks and practices for cadence and efficiency. Agility isn't just for software teams — regardless of industry and function, Agile methods enable teams to reliably deliver high-quality results, faster. In these experience-based workshops, your teams master the practices for agile teaming, adapting them where necessary to suit their team's needs.

- Understand agile methodology for small batch and short cycles
- Shortened time cycles for completed work
- Utilize retrospection and feedback for continuous learning

Other Leadership and Teaming topics for ½ day workshops:

- Edges of Influence - building bridges and creating powerful connection
- Building resilient teams in times of accelerated change
- Understanding Team Dysfunctions and Stages of Development
- Methods and Tools for Collaboration and Co-creativity
- Strategy - commitment to change
- Performance Management & Team Motivation
- Teaming - Team formation, roles & accountability
- Resolving group conflict
- Effective Feedback - what is effective/helpful, giving and receiving, how-tos
- The art of authentic relating: heart-centered leadership and emotional intelligence
- Constructive Conflict
- Design thinking, ideation vs execution, creative questions
- Time Optimization - productivity and time mgt
- Skills of Persuasion - negotiation, influence and leading change
- Coaching Skills for Leaders and Managers
- Contextual relevance of leadership styles
- Cohesion: From ME to WE: creating community, connection, belonging
- Creating Culture of mastery, co-creation & collaboration
- Collaboration - the world cafe, inclusive agreements