

TEAM INTEGRATION

Developing a group into a collaborative team

The Leader's Edge/Leaders By Design can facilitate a customized team integration process for your organization focused on bringing a team or group closer together with a greater appreciation for each other's skills, experiences, and perspectives. The goal of the process is to enhance communication, collaboration and trust.

Process overview

The major components of the Team Integration or Team Development process include:

- ✓ Utilization of a team assessment tool
- ✓ Feedback of team assessment results
- ✓ Facilitation of a leadership and team development workshop



Team Integration outcomes

There are many benefits to enhanced team dynamics including the following:

- Leveraging each member's strengths and area(s) of expertise
- Working together more effectively on common goals (developing people, creating organizational efficiency)
- Increasing transparency in the workplace and manage conflict more effectively
- Creating the right culture across the team and within the organization

Key process elements

- Partnering with the team leader to fully understand the business challenges, current team dynamics and desired outcomes
- Identifying a relevant team effectiveness model for incorporation
- Utilizing an individual assessment instrument to help members better understand their own proclivities and leadership style
- Incorporating a team assessment instrument to gain a holistic understanding of team strengths, weaknesses, and to understand how members' personalities and motivators may support or hinder team effectiveness
- Providing applicable resources and readings to increase understanding of effective team behaviors
- Facilitation of an off-site team integration session administered by experienced coaches and consultants to:
 - Clarify critical success factors for the team
 - Better understand one another's personal histories and personalities
 - Identify key team strengths
 - Define a charter and actions for team effectiveness