

# 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