

Coaching High Performance Teams

Guiding talented individuals
to exceed even their own expectations



www.hpoglobalalliance.com

As anyone knows who works in an organization, or lives in a community, or follows the world of sports, there are teams and then there are **TEAMS**.

This two day program gives leaders and team coaches some practical frameworks and experiences to better guide teams from start up to high performance.

Program Objectives

- Better understand the tangibles and intangibles of high performing teams
- Work with some new tools to develop greater team performance
- Develop new leadership roles that add value to a high performing team
- Learn how to "bring together" members of a virtual team

Methodology

- Short presentations
- Group discussions
- Video examples
- Small group case study work
- Experiential exercises



Align roles of team members and leaders to add more value.

Why Our Approach is Different

Many programs teach frameworks, present written case descriptions, and recommend actions to be taken to develop better team performance. Our program does all that in a process that emphasizes live interaction. We use video case studies and live team exercises so that you learn by doing and observing what others are doing. For example:

- You will watch a video case study of a team at work and identify from their behaviors what level of cohesion and what stage of team development they are in.
- Your small group will have some challenging tasks to accomplish in a short period of time. In the debriefs you will identify the group behaviors (including your own) that helped or hindered your final result.
- Your group will design the role of the team leader and team member roles from a real world case study.
- You will design a virtual team from an actual example from someone in your group.

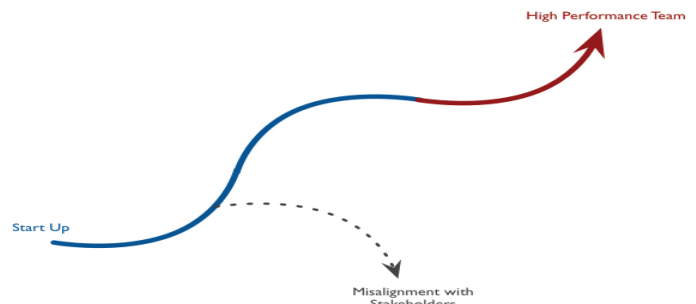
In all these activities, you will associate the program's frameworks and models to what your group actually experienced. Thus, your action plans will be based on a deeper understanding of actual team dynamics and will have a greater chance for success.



Experience what team alignment truly requires.

Program Elements

- Common pitfalls in teams – why they often fall short
- Cohesion: research pinpointing cohesion as a key dynamic in high performing teams
- Stages of team development: the natural progression from dependence, to counterdependence, to interdependence, to high performance
- Design principles of high performing teams
- Social skills of high performing teams
- Aligning the team and leadership
- Aligning the team with other stakeholders
- Designing a high performing virtual team



Cost

Program tuition per person is USD 1,495.00. This includes all program materials and lunch and breaks each day.



www.hpoglobalalliance.com

+1 888-655-5388

info@hpoglobalalliance.com

To register, go to www.hpoglobalalliance.com/Products/Coaching HP Teams