

What is Your Team Development Challenge?

Do you see:

- People operating in silos, functionally aligned and lacking cross-department commitment.
- Surface relationships only.
- Minimal commitment and desire to work together.
- No accountability within or between teams.

Do you see:

- Individuals are bright, talented and passionate about their work but because of their passion, meetings are unfocused and lengthy as each contributor defends his or her position(s) and work.

Do you see:

- Conversations and body language during meetings that show obvious frustration, anger and exasperation.
- Tempers that are short-fused and comments cutting.

Do you want to see:

- Teams who recognize the importance of involving all key players.
- Roles, responsibilities and expectations clarified and honored.
- Accountabilities are clear and upheld - and addressed when they are not.
- Stakeholder involvement is solicited regularly; across all areas.
- Interest and commitment in succeeding together.

Do you want to see:

- Meetings organized and focused.
- Desired outcomes stated upfront.
- Processes for achieving those outcomes clear and agreed upon.
- The right people in the meeting at the right time
- Decisions at the end of the meeting understood and supported by all.

Do you want to see:

- Employees move to more candid, personal communication.
- A genuine interest in understanding what is important to peers
- People are engaged and truthful.
- Feedback is considered a healthy way to improve work processes and relationships.
- Personal accountability is understood and accepted by all.

If any of the above is true for you...then let's talk about how to design an approach that addresses these challenges for you/your people.