



Team Power

AUDIENCE

All team member and team leaders throughout the organization.

Build high-performance teams

Program Benefits

Team Power, from BTS, is a powerful diagnostic that helps intact and cross-functional teams learn how to support business objectives more effectively. During *Team Power*, teams assess their current performance against six critical factors that have been proven to contribute to high-performing teams. Half-day modules that correspond to each of the high-performance areas are available to teams that decide to improve skills in one or more areas. After experiencing *Team Power*, team members will benefit from:

- better insight into their role in contributing to team goals and overall business objectives
- a shared purpose—the most critical of the success factors
- goals that are precisely aligned with business objectives
- more effective allocation of key resources
- better partnerships with essential team stakeholders
- improved team communication and decision-making

Program Description

Using team members' real work and a learning map, *Team Power* steps teams through a systematic process that prompts them to analyze each aspect of their current performance. Six critical factors that contribute to high-performing teams provide the foundation for analysis.

As the program begins, each team explores and assesses its alignment with the company's vision, goals, and initiatives. Participants gain insight into how their efforts contribute to their team's goals, and ultimately, larger business objectives. They create a shared purpose that has been shown to be the most critical of the high-performance team success factors. Next, teams establish mutual accountability by either writing SMART goals that align with business objectives or validating their current goals against *Team Power* criteria. They also make sure that all necessary resources are secured and effectively allocated. When teams consider their relationships with essential stakeholders, they examine the contribution of each stakeholder partnership to the achievement of team goals. Participants are assigned responsibilities for monitoring and developing each stakeholder partnership and reporting back to the team. Finally, teams explore, define, and agree upon their communication and decision-making processes.

After they complete *Team Power*, if teams decide they want to further build skills, learning modules that correspond to each team performance area are delivered around the team's specific needs.

Implementation/Customization

Team Power is a one-day diagnostic appropriate for 24 to 500 team members and team leaders. The experience is fully customized to reflect team and company goals and objectives, and each team's current work situation. Half-day skill-building modules are available to enhance skills in each of the six critical high-performance areas.

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