



Ensemble

AUDIENCE

Leaders, managers, team leaders, and individual contributors who are focused on high-performance team development.

Manage high-performance teams

Program Benefits

Ensemble, from BTS, gives managers the skills and tools they need to develop and lead high-performing teams. More than ever, success in business is dependent on the effective functioning of teams. Creating a high-performing team requires much more than simply putting competent people together and pointing them in the right direction. *Ensemble* helps managers:

- understand the characteristics of high-performance teams and the best practices they employ
- understand the stages of team development and the actions an effective manager must take at each stage
- unite around a shared mission
- recognize and better leverage their own talents and those of each team member
- improve their decision-making and problem-solving skills
- be more effective in coaching their team

Program Description

Ensemble is a full-day learning program composed of seven major modules:

Module 1: Characteristics of High-Performance Teams

The workshop opens with an engaging video and a discussion of the definition of a high-performance team. Participants explore five key characteristics of high-performing teams and the best practices that research has shown support each characteristic.

Module 2: Stages of Team Development

Participants explore the four predictable stages of team development and the evolution of trust, knowledge, and shared goals as teams go through the four stages. Participants gain understanding of the differing actions a team leader must take at each stage of team development in order to be effective.

Module 3: Magnetic North

Participants check their alignment with the organization's vision, goals, and initiatives and practice crafting an organizationally aligned statement of purpose.

Module 4: About Us

Using a deck of Talents cards or the Talent Scout™ online tool, each participant assesses their own unique talents and how they can use them most effectively in a team environment.

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Module 5: Building Skill in Decision-Making and Problem-Solving

Participants explore the best practices regarding team decision-making and identify the critical skills needed to improve their own team's performance. They practice these skills in the environment of a "team meeting." Participants learn a lean, practical and innovative group problem-solving process (PDL) and apply it to real business opportunities.

Module 6: Team Coaching

Participants discuss 18 tools for improved coaching in a team environment. They then apply those tools to specific situations that are customized to the unique needs of their organization.

Module 7: Team Action Plan

Using all of the concepts, models, tools and best practices learned throughout the day, participants complete their Team Action Plans, which will help them immediately put their learning to use back on the job.

Implementation/Customization

Ensemble is typically implemented as a 1-day workshop, including debrief, for 6 to 30 participants. Modules 1-5 are supported by a learning map for each group of four to eight participants. Module 6 is supported by a second learning map and a set of customized team coaching situations. The client's mission, vision, and values are embedded as part of the customization process, and specific coaching situations are customized for each organization. A pre-work reading assignment and post-program tools are also available.