

## MANAGEMENT DEVELOPMENT WORKSHOPS

# Boosting Your Teams Performance

Learn how to help your team quickly develop a common purpose, focus of effort and way of working together effectively. Guide a new team through its natural stages of growth, from initial formation to dynamic performance. Create an atmosphere of openness and trust, where conflict becomes an energy that fires the team to even greater accomplishment. Discover the characteristics of superior teams and how to incorporate them into yours.

Each participant gains hands-on experience as a member of a temporary team, applying their learning in real time as the program unfolds. The two-day seminar is anchored by the very popular high-energy experiential learning, Gold of the Desert Kings®.

This simulation emphasizes the importance of striving for high performance while at the same time maintaining strong, positive working relationships.

### POINTS REGARDING THIS PROGRAM...

- Target audience is anyone who leads a management, departmental, or project team.
- A highly interactive workshop, with the 2-day version enabling much deeper experiencing of being part of an actual team, experiencing as much as possible the team's evolution through the classic stages of growth
- This program works particularly well as a follow-on workshop after completion of our flagship program, The Skillful Leader, which we deliver under our leadership development arm, Leadership: The Enduring Edge.

### SPECIAL FEATURE:

The two-day program includes the powerful team process tool, the Teamwork Palette®. This tool helps your team deal quickly and effectively with human group dynamics issues that can slow you down and in some cases even prevent you from achieving the team's goals. You will learn how to use your Palette to enhance the performance of the team you lead or belong to at work. The Palette can be an added option to the one-day program.

### WHAT PARTICIPANTS WILL LEARN...

- Aligning your team around common goals
- The difference between a true "team" and a working group of people
- The roles of team leader and team member
- How to develop and use team "norms" to enable the team to self-manage its processes.
- Communication within the team-how to do "maintenance" when required
- Leading cross-functional teams
- How to keep your team focused on performance results
- Moving your team to become self-managing\*
- How to make a virtual team work\*
- Gold of the Desert Kings®\*
- Running an efficient team meeting\*

(\* offered in the two-day version only):

*"I and the participants thought that you were the consummate 'team building' training facilitator"*

Keith Robinson, Manager, Staff Development Center for Education and Training Division, District of Columbia Courts



## SAMPLE OF CLIENTS SERVED:

AGF Funds Inc.  
Bank of Nova Scotia  
BEP International (reinsurance brokers)  
Canadian Imperial Bank of Commerce  
Capital One Financial Corporation  
Citigroup  
Credit Suisse Canada  
Credit Union Central of Ontario  
Deloitte & Touche  
Fannie Mae  
First City Trust  
MBNA America Bank  
North American Life Assurance Company  
Platt's (Standard & Poor's)  
The Prudential Insurance Company of America  
The Royal Bank of Canada  
The Universal Group of Funds  
Visa Canada Association  
William M. Mercer Limited

WE ARE A LEADERSHIP DEVELOPMENT FIRM DEDICATED TO HELPING OUR CLIENTS LEVERAGE THE TALENTS OF THEIR MANAGERS AND TEAMS.

We offer training workshops, facilitation services, keynote presentations, and executive coaching that help managers generate consistently high performance by (1) fostering commitment and accountability in their employees and (2) building productive teams.

Our clients include organizations from the corporate, public, and not-for-profit sectors, as well as associations. They know Fulcrum for programs that:

- Present cutting edge concepts and practical techniques,
- Apply interactive adult learning approaches and
- Energize people to deliver superior results

Fulcrum Associates Inc. was founded in 1988. We are a continental firm, headquartered in Northern Virginia, with an operation in Toronto. For projects large or small we are able to draw on the talents of a select number of highly professional associates, each heading a successful independent practice, who deliver programs tailored for today's organizations.



IAN IS AN EXPERIENCED PRESENTER, GROUP FACILITATOR AND EXECUTIVE COACH.

Through his keynote presentations, highly interactive workshops, and custom-designed team-building practice, he helps his clients leverage their investment in their managers and teams.

He works primarily with managers, mid-level to executive. His programs introduce cutting-edge skills and concepts around transforming managers and supervisors into leaders and fostering superior team performance

Ian began his independent practice in 1988, following seventeen years of corporate experience in both the high tech manufacturing and transportation industries.



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