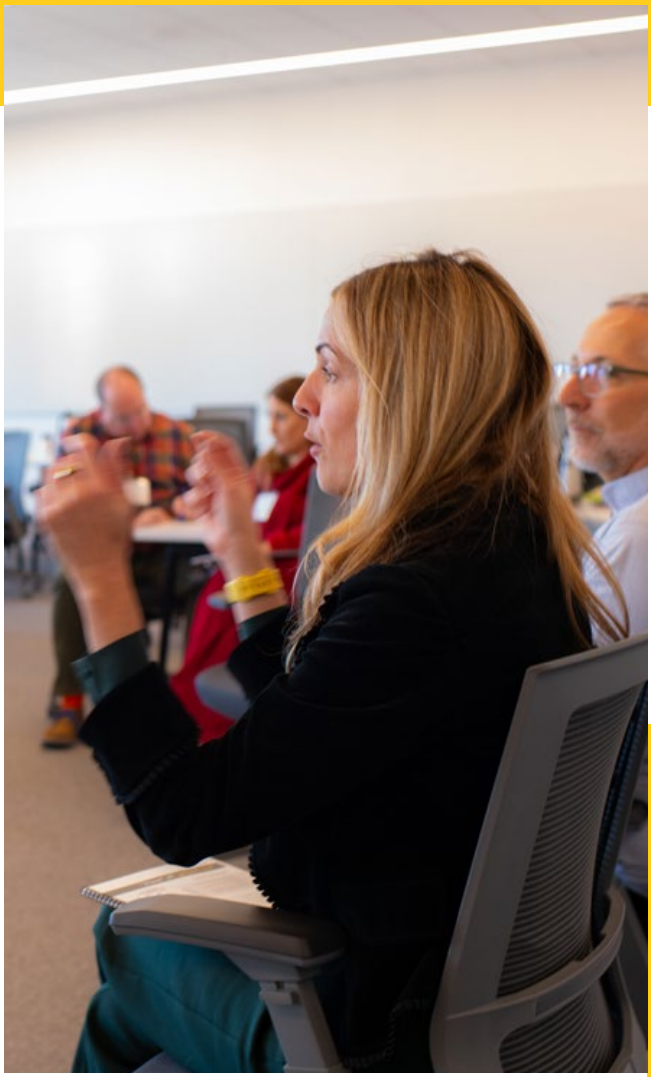


act
Team Effectiveness Acceleration

We help teams function better, leading to better results.

We know that even the best teams struggle at times with effectiveness, alignment, and connection.

BETTER TEAMS GET BETTER RESULTS



Our research-based coaching approach helps teams address current issues and better sustain themselves in the future.

What we are hearing from real teams:

> We're avoiding difficult conversations...
> There's no real debate or discussion...
> Everyone's too nice, real issues aren't addressed...
> We're creating false narratives to protect egos...
> We've become siloed in our thinking...
> Our strategy meetings become turf wars...

Our Team Effectiveness Acceleration coaching strengthens teams by addressing three core areas:

FOUNDATION
Assess what the team needs to succeed, identify where it needs to grow and change

STRUCTURE
Set ground rules and alignment on how the team works together, and align on why

ENGAGEMENT
Build greater awareness, and learn skills for more effective interactions

The outcome will be your team solving its own challenges effectively and efficiently.

- Discuss what really matters, rather than avoiding issues or defending turf
- Effectively surface ideas and information to make better decisions
- Respectfully and authentically hold each other accountable
- Individuals take responsibility for their impact on the team



Throughout our engagement approach, we focus attention both on the team as a whole, as well as its individuals.

Rather than "fixing" the team's problems, we guide and coach the team to build its own capacity for addressing challenges. We also support each team member's growth and development to take greater responsibility for their impact on the team.

A TYPICAL ENGAGEMENT SPANS SEVERAL MONTHS ACROSS FOUR PHASES:

	PHASE 1: 2 MONTHS	**PHASE 2:** 1 MONTH	**PHASE 3:** 4 MONTHS	**PHASE 4:** 1 MONTH
	ASSESS YOUR STATUS QUO	**RESET** YOUR TEAM'S ENGAGEMENT	**EMPOWER** YOUR TEAM TO CHANGE	**COMPLETE** THE ACCELERATION
TEAM MEMBERS	360 Assessments	360 Debrief 1-on-1 Coaching	1-on-1 Coaching	Complete 1-on-1 Coaching
TEAM	Status Quo Team Assessment	Workshop (typically full-day)	Mini-Workshops	Review Session
TAKEAWAYS	Status Quo Team Report Initial Issues List	Initial Team Design Issues List Engagement Skills	Structured Practice Issues List & Practice Engagement Additional Engagement Skills	Living Issues List Team Charter
AREA OF FOCUS	· Define the engagement · Individual leader development · Establish a Status Quo of the team · Articulate pain points and team issues	· (Re-)Establish the team's Foundation · Introduce Ground Rules and Alignment · Build skills and practice · Design structural aspects · Clarify team advancement goals	· Strengthen competencies for effective team Engagement · Work on the team's Ground Rules and Alignment · Practice using real issues · Additional skills for stronger engagement	· Consolidate progress · Evaluate how the team is succeeding around: ◦ Results ◦ Capabilities ◦ Individual Engagement · Sustainment for team moving forward

Content and timelines may change

Case study

PROFESSIONAL SERVICES FIRM

EXECUTIVE TEAM OF 7 | 200 EMPLOYEES | USA

CHALLENGE: The executive leadership team was having difficulty aligning, avoiding difficult but necessary conversations, and distracted from their strategic work. ACT proposed a simple, multi-stream approach to have the team assess themselves, and be coached both collectively and individually to become more cohesive, decisive and effective.

APPROACH: We kicked-off the coaching in-person, re-establishing the team's foundation and structure and boosting their engagement skills for effective discussion. ACT remained involved via periodic, remote sessions, supporting the team as they focused on advancing their work, and ability to align and make decisions with more effective interactions. In parallel, each team member conducted a 360-style leadership assessment and worked with an individual coach to develop their leadership contribution.

OUTCOME: The team has successfully made difficult personnel decisions, refocused on their strategic plan, evolved the way they interact, and created a palpable sense of reliable team interdependence that gives them a clear, single face to their organization.



info@actleader.com www.actleader.com