



*Creating
Inclusive Team
Environments
to Maximize
Performance*

Team Connection™

The Team Connection is a 4–8 hour facilitated experience utilizing Inclusivity tools to maximize your team's effectiveness.

Prior to the start of the process, the team leader works closely with the facilitator to customize the session to align it with the team's overall strategic direction. During the facilitated team experience, your Inclusivity facilitator(s) will lead you through a process which will enable team members to speak freely about themselves and their work styles, as well as how they prefer to be interacted with. They will be able to express their expectations of each other and their supervisor in an environment that is confidential without retaliation.

The process uses several Inclusivity models and exercises to enrich your team's trust and openness with each other. Our experience shows that a significant number of participants have accelerated team relationships and dynamics through the use of the Team Connection. Pre- and post surveys confirm that team member trust has improved by 18-35% as a result of participation.

Who can benefit?

- 1 Newly formed teams who want to ensure a quick and effective start-up.
- 2 Existing teams who have acquired a new leader.
- 3 Long-term teams who need to deliver breakthrough results and are looking for an energy-producing, innovation jumpstart.
- 4 Teams within organizations who have recently experienced a great deal of change through restructuring, downsizing, etc.
- 5 Newly acquired and/or merged organizations who do not share a similar culture.
- 6 Any team that is focused on continuous improvement and diversity and inclusion.



Transform Your Culture.
CREATE INCLUSION.



Team Connection™

The Team Connection will provide your work teams with an action plan that ensures all team members are heard and included. If appropriate, facilitators provide the team a feedback model, and coach members through the process of giving and receiving honest feedback. Other topics that can be addressed include: stress behaviors, personality styles, thinking styles, communication styles, conflict management and handling change.

LEARNING OBJECTIVES

After participating in this process, team members will be able to:

1. Use the Elements of Individuality™ Model to discuss how their individual differences matter on your team
2. Articulate their uniqueness and individuality, in a way that facilitates others' comfort and sharing
3. Express their needs, expectations and practices related to communication style, thinking style, personality and other related elements
4. Creatively brainstorm how to establish a team culture that encourages full participation, innovation and productivity
5. Be facilitated to discuss workplace challenges by a highly trained and effective facilitator
6. Build trust and appreciation for themselves, their team members, their supervisor and their organization