

## “Team” Programs

Teams are more important than ever because the way we do business has changed. With fierce competition at the forefront of every executive’s mind, getting results requires more collaboration and innovation than in the past.

Today’s teams can be problem solving power houses leading the way for true innovation. This means that the organizations with real staying power are fueled by well-run teams. Whether forming a new team, adding a new leader or merging teams, learning to leverage individual and team strengths can make all of the difference in accelerating business results.

Career Revolution’s programs focus on building killer career management and leadership instincts for teams in today’s changing workplace. Programs are fully customizable and can range from multi-session development experiences to “lunch and learn” workshops and keynote presentations.

Check out our special programs for Managers & Emerging Professionals!

<http://careerrev.com/can-help/>

## Team Strengths Workshop

**Target Audience:** Teams

**Time Investment:** 4-7 hours (depending on objectives and number of participants)

The Team Strength's Program is a highly interactive session focused on maximizing team energy and performance. Participants will complete an individual strengths assessment - with the option of also taking the 360 degree feedback component - to create awareness of how their strengths and energy levels impact their productivity, relationships and team goals. We will discuss results from these assessments during the team session.

Participants will:

- Discover their top 7 strengths and how to maximize them for the greater good of the team.
- Uncover the drainers keeping them from being their best energized innovative self.
- Learn how they are currently using their strengths from their team's perspective.
- Understand and utilize peer strengths.
- Review their specific team profile that shows where the team strengths are.
- Understand how to align their team strengths to future action plans that meet organizational goals.

Benefits to the team:

- Awareness of individual and team energy and the impact on the success of team goals
- A clear understanding of individual and team strengths
- Individual awareness of how their energy impacts team energy and peak performance
- How to align individual action plans to organizational goals
- Receive Team Strengths report to use back at work

## Strategic Planning & Goal Setting

**Target Audience:** In-tact Teams

**Time Investment:** 4 hours –2 days (depending on objectives)

Does your team need a clear vision, strategies and action planning? Through the use of graphic facilitation, align quickly and efficiently while promoting engagement. Involve team members in the process to produce a shared set of goals and related actions.

### The Benefits

Your team will walk away with the following types of outcomes:

1. The team can articulate a clear value proposition and where it can make the most impact.
2. The team can articulate the greatest opportunities it has over the next 1-3 years.
3. There is a documented set of goals and resources who will own each deliverable post the meeting.

### The Process

Career Revolution will work with your team to customize a session to achieve the specific objectives that are most relevant for you. Discover the following as a team to identify opportunities and related actions needed to take advantage of them:

- 1) Past – Where has your team been? Long term cycles, historical sources of key cultural assumptions and connection between challenges and accomplishments. Identify Values, Core Competencies and key relationships that made organization successful.
- 2) Present – What aspects of the present have a high probability of carrying forward into future (trends)? Guess at what breakthroughs might occur (assumptions) and what the non-negotiable requirements for the organization based on industry rules (imperatives). Identify strengths, opportunities, problems and threats to today's business.
- 3) Future – Create vision of future. Agree on core vision elements and commit to a value proposition. Narrow down to no more than 5 strategic objectives. Create a strategic game plan. Agree to how the vision will be lived when back at work (Change planning).

## Innovation & Problem Solving

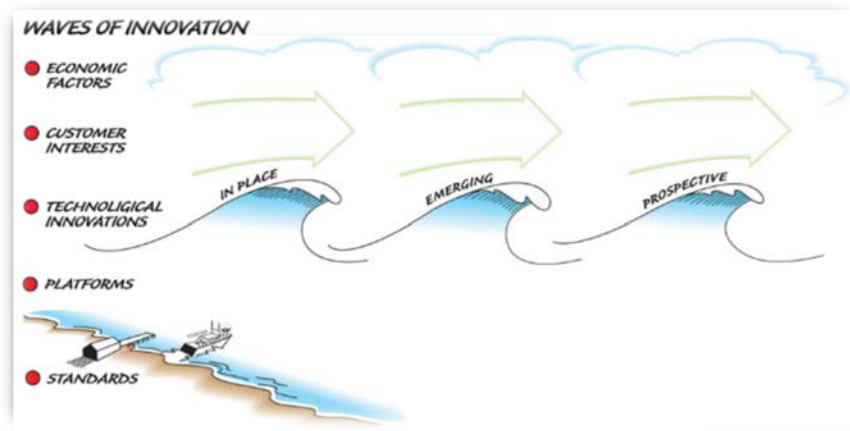
**Target Audience:** In-tact Teams

**Time Investment:** 4 -6 hours (depending on objectives)

Teams will explore their “Inner-Innovator” – practicing skills of creativity, empathy, play and business acumen to optimize their ability to solve problems. They will connect more deeply with internal and external customers to uncover opportunities for innovation and identify actions to execute against them.

Sessions are customized to meet the unique needs of your team. Below are sample session objectives:

- ✓ Complete an empathy map to put themselves in the shoes of their internal customers, including understanding customer’s needs and expectations.
- ✓ Review customer data to draw new insights and actions from.
- ✓ Share experiences and best practices around communication challenges and successes with internal customers.
- ✓ Identify unanswered questions or additional support needed to be successful moving forward.
- ✓ Scan the external environment to understand which trends have impacted the current state of the business and share insights on what’s coming that might impact the short and long term future.



## Assessments

**Target Audience:** Managers or Teams

From communication styles and emotional intelligence to 360 degree feedback and team dynamics, we provide a cadre of assessments to address the unique goals and needs of your team. Whether looking to support a specific employee, team or the overall organization, Career revolution is equipped to administer, coach, or recommend a variety of assessment tools including:

- Strengthscope
- DISC
- Predictive Index
- 5 Dysfunctions of a Team
- Emotional and social competency inventory (ESCI)
- The Lominger Suite, including Voices 360 Feedback Assessment

## New Leader Assimilation

**Target Audience:** Teams

**Time Investment:** 2-4 hours

Are you a new leader to the team or organization? Merged teams? Have new team members? Career Revolution can accelerate the onboarding process of a newly appointed manager with his or her direct reports through a simple process called New Leaders Assimilation.

This simple and effective process promotes trust building, removes initial team barriers and ensures that the team quickly becomes productive after a management change. Sometimes having an outside facilitator in and of itself, boosts trust and enables teams to be more candid and engaged.

New Leadership Assimilation is a simple learning model that is efficient, engaging, and meaningful for any team with a new leader. When designed and implemented properly Leadership Assimilation aligns expectations, preferences, and items that might create obstacles to success among the team members.