

Team Dynamics

Leveraging the power and value of human interaction

WORKING AS A TEAM is complex and difficult. Even with the best staff, teams don't always run on autopilot or naturally produce the results needed. Whether you're looking to form a team, address issues that are limiting a team's effectiveness, or enhance an effective team's capabilities, we provide expert diagnostic and coaching skills along with extensive team development experience to help teams operate at peak performance.

Creating and Sustaining Successful Teams in a Dynamic World

Through our Creating and Sustaining Successful Teams in a Dynamic World framework, we provide a range of services to deliver solutions customized to your needs.

Team Building

"I need data to help form the right team."

As a provider of BestWorkData[®] assessment tools, we help you assess individual behavioral traits to ensure your team is positioned with the right talent.

"I've formed a team, and we now need to begin working together."

Through discussion, activity, and, where appropriate, assessment, we help you establish a common ground for team effectiveness. Using our Fundamentals of Successful Teams framework, participants will develop a team-focused mindset through awareness of individual and team member styles/behaviors.

Fundamentals of Successful Teams Framework

*Goal Clarity
Role Clarity
Participation/Influence
Commitment/Understanding
Recognition/Involvement
Conflict Management
Support/Cohesiveness*

As part of this team initiative, we help develop a "team commitments" statement using concepts that provide the foundation for how the team will work together.

"I have an established team that is not effective."

Using the Fundamentals of Successful Teams framework as the starting point, we work with you to first understand the current environment. Using a brief survey aligned to this framework, we pinpoint priority areas to be addressed and facilitate a discussion to create awareness of key themes, including strengths and problems/barriers, that can move the team toward greater productivity and results.

Once completed, we help your team apply the learning to create and implement actions while rebuilding the team's ability to be successful.

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Team Development

“My team is effective, and I want to enhance its capability for continued success.”

When team development initiatives do not focus on a specific crisis situation, our approach is to help you customize an event that:

- Removes participants from the daily work environment.
- Uses unique and engaging activities to challenge minds.
- Refreshes/enhances team relationships (using Fundamentals of Successful Teams as back drop).
- Has connection to work (i.e., application of learning).
- Is different and fun.

Specific examples of skills and/or areas of focus include, but are not limited to:

- Generating Creativity and Innovation in the Workplace
- Influencing Others through Persuasion and Storytelling
- Delivering Exceptional Service
- Building Business Consulting Skills

For more information, contact:

Gary Walljasper
Carlson Group
4601 Westown Parkway
Suite 122
West Des Moines, IA 50266

Direct: (515) 224-2401
Cell: (515) 321-3201
Fax: (515) 224-2424
gwalljasper@carlsongroupllc.com
www.carlsongroupllc.com