



## Top Team: Executive Team-Building

### What's this about?

Smooth-functioning executive and senior management teams who collaborate cleverly on planning strategic directions, co-ordinate efforts to work on key initiatives and genuinely 'think together' about common challenges confronting their organisation, are essential to achieve outcomes that are aligned.

Superior senior teams don't just materialise magically. Teamworking challenges that senior managers face are in fact little different at a personal level from any other team – though issues they deal with and outcomes they get, impact more widely.

TOP TEAM is a series of 3 x 1-day executive team-building clinics to help senior teams work together more coherently, collaboratively and effectively, and tackle teamworking dilemmas that typically get in the way of good thinking, good relationships and good decisions.

### You'll learn how to...

- Build commitment & value-add to executive team-work & think better together to explore challenges
- Open up to constructive dialogue & conversation
- Combat cross-currents of self-interest & competition & handle team turbulence & other dilemmas
- Pay attention to good team process & interactions
- Find interdependency & harness individual energy

### What we cover...

- Purpose and direction: what value do we add?
- Measuring strategic team effectiveness
- Collaboration: how well do we really function?
- Cohesion: identifying our interdependencies
- Commitment, competition, conflicts of interest
- Team tendencies: hidden norms that help & hinder
- Structure & task: work right on the right things
- Conceptual, strategic and systemic thinking
- Constructive conversations & deep dialogue:
- Decision-making: sort strategic priorities for action
- Assessing emotional style & EI levels in your team
- Rapport: connections, expectations & assumptions
- Disagreeing, defensiveness, de-railing & domineering

### Is this right for you?

Leaders can come along singly and do back-at-work activities with their senior team. But this clinic can be of more benefit if you attend with a learning partner. If you want your whole team to attend, sure – then why not do this process in-house tailored to your particular team contexts and challenges?



**It's often assumed because of their seniority and breadth of experience that executives will automatically work well together in a team environment: they'll agree on the right directions, discuss issues cogently, work collaboratively not at cross-purposes and come up with the right decisions. Research, experience and common sense of course, show that this is not always the case....**

### Course Features...

- Pre-clinic, complete TIES (our Team Interactions & Emotional Style scan) to identify your personal TOP TEAM challenges and have a coaching session with us to clarify your outcomes.
- Analyse how the team works now, complete an executive team competencies checklist. Identify team improvement actions.
- Between clinics, meet with your team to discuss current strengths, functioning, frustrations and visions for revitalisation.
- Post-clinics, develop a team-building action-plan, adopt new Team Operating Principles, prepare a Team Practice Plan for back-at-work activities and have a follow-up coaching session with us.
- Backed up by The Executive Team-Building Toolkit to encourage practice back at work.

### Course Details...

**Duration:** 3 x 1-day clinics with breaks between

**Fees:** \$1650 per person – Discounts available

**Locations & Dates:** See our 2013 Course Calendar attached and on-line. TOP TEAM can also be tailored exclusively for your executive team to do in-house.

**Create more coherent, cohesive and connective executive and senior management teams...**