



## SENIOR TEAM BUILDING

*A process that builds the teamwork skills and behaviors of high-level, key decision makers in the organization, SENIOR TEAM BUILDING enables teams to generate the synergy necessary to collaborate effectively, meet their goals, and maximize their impact on the performance and productivity of the entire organization.*

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### NUTSHELL

SENIOR TEAM BUILDING is vital to any organization that has recently experienced a significant merger or acquisition, a restructuring, a change in the organization's vision or culture, a new strategy, or the formation of a new management team.

Our SENIOR TEAM BUILDING improves the performance of high-level teams by developing team member proficiency in open communication and collaboration practices. Members candidly evaluate their team operations, team planning, and goal-setting methods, while simultaneously building trust, strengthening group relationships, and elevating team performance.

### BENEFITS & OUTCOMES

Our process facilitates feedback between team members, including the team leader, in order to increase cohesion and focus on results:

- Establishes purpose and direction of team by thoroughly evaluating 10 critical team functions
- Identifies gaps and improvement areas that, if addressed, increase meeting efficiency, pooling of ideas, the quality of communications, problem-solving, and decision-making
- Allows each member to get feedback directly from other team members as to how he/she contributes or detracts from team-work
- Provides greater insight into each member's style, improving interaction with fellow members in a work setting
- Identifies long- and short-term goals going forward, including goal responsibilities, and creates a tracking system to monitor progress
- Builds an enriched corporate culture characterized by collaboration, open communication, mutual support, high standards, and ongoing critique and feedback.

### HOW IT WORKS

Preparation begins by establishing the intent of the SENIOR TEAM BUILDING procedure in terms of the organization's needs. One-to-one meetings with a Psychological Associates Ph.D. consultant are conducted with both the team leader and individual team members to acquaint them with the process and to gain an understanding of each person's perceptions of how the team functions. The consultant also learns about the individual contributions of each member.

For prework, every member is asked to evaluate the team in 10 critical team functions. This feedback will be used in informative reports and to stimulate discussions when the team-building session begins. During the session, team members exchange ideas and probe to gain a deeper understanding of the team's strengths and developmental needs. Team-building sessions can include team goal-setting; development of team mission, vision, and values; or both.

Team building is an experience that unites. It transforms individual contributors into collaborative team members, who make better decisions and eagerly commit to the goals and solutions their teammates have mutually developed.

