

# ELEVATE: TEAM PERFORMANCE

---

## WE GET PEOPLE ON THE SAME PAGE

High performing teams don't just 'happen'. To develop teams who work well together, you need to harness the differing strengths and attributes of all team members. The team needs members who are prepared to put effort into the things that make a real difference.

Every team is different, but the factors that determine a team's success – or failure – are well understood and can be developed so that your success isn't something that is left to chance.

## WHAT IT IS

This process and one-day workshop helps build real clarity and creates a cohesive and collaborative framework for a team to operate. We help build a higher level of buy-in and commitment by helping teams understand the **unique talent and styles** each individual brings to the team. This allows them to build more open and honest communication, higher levels of ownership and accountability, as well as determine ways to reduce conflict. Bottom line, we'll help your teams get on the same page to work more collaboratively together to bolster impact and results.

## HOW IT WORKS

### TALENT INSIGHTS ASSESSMENT

Through the assessment you will uncover your unique behavioral and motivational style and how it affects everything from how you show up, communicate and make decisions.

### INDIVIDUALIZED DEBRIEF

Prior to the session, each person will use our self-directed debrief guide to focus on their assessment results and the impact they have on the team.

### TEAM WORKING SESSION

Now it's time to gain a deeper understanding and appreciation for styles other than your own and how your unique styles blend to drive your team's performance.



# ELEVATE: TEAM PERFORMANCE

Through our process and one-day working session, we help teams build clarity around these key elements:

## Common Ground

The hallmark of high performance teams is sharing a common purpose. As simple as this sounds, it is rare to find a team that has a strong purpose that inspires people to do their best work. We help build objectives that the whole team can buy in to. The team will define why they exist, and the unique value they contribute, as well as pinpoint the key priorities they will focus on to drive performance.

## Common Working Approach

Using your Talent Insights Assessment results, we focus on answering questions like, “How do we want to engage each other?”, “How do we play to our strengths while addressing our gaps?”, “How do we maximize the talents on this team?”, and “What culture do we want to create?” We help teams define these key elements to create a united approach that drives productive behaviors and standards.

## Team Capabilities

Open and honest communication, real collaboration, accountability and constant improvement--only by building these capabilities within the team can we truly find the best solutions to problems and get real buy-in, and commitment. We will help the team deepen their capabilities in each of these critical behaviors.

## Alignment

Finally, we'll bring it all together to ensure the team's purpose and approach are aligned with their behaviors and actions. We'll put an operating agreement in place for the team to follow to make sure there are no roadblocks to achieving success.

## OUTCOMES TO EXPECT

**Our process will propel your teams and each team member by:**

- **Uncover** your strengths and learn how to leverage them to increase your effectiveness within the team
- **Realize** how your style impacts your decisions, priorities and relationships with others
- **Uncover** the true talents and contributions of each team member; learn how to maximize their impact
- **Drive** more open and transparent communication; learn how to best handle difficult conversations and situations
- **Identify** ways to come together as a unified team to drive higher levels of results
- **Consciously design** how the team will work together and hold each other accountable going forward



# OUR CLIENTS SAY...

We'll never hire again without using these amazing assessments. We were in a rush to hire for a critical position. We went against the recommendations in the assessment, and sadly six months later, we had to let the person go for the exact reasons that were highlighted in the assessment. We won't make that mistake again!

**- Healthcare Client**

We've used DISC for years and we had no idea what we were missing until we used Talent Insights. The blend of behaviors and motivators gave us such tremendous insights on not just what we do, but why we do the things we do.

**- Retail Client**



We were founded on the success story of USS Benfold, an Aegis Class Destroyer, as chronicled in Captain Abrashoff's best selling business book, *It's Your Ship*.

We are here to help you protect your most powerful asset – your people.

