

# TEAM SERVICES - POTENTIALS REALIZED

Want to take your team from ordinary to extraordinary? Looking for a novel approach to developing your team? Here's one that will stick!

## OUR APPROACH TO TEAM BUILDING

Traditional Team Building exercises are fun and intensive. But, do the results always transfer back to the workplace? Stolovich (2000) found that training alone produces 10-30% of desired performance. A majority of our team building sessions include an optional performance coaching component where team members participate in monthly or bi-weekly follow up group coaching sessions (in person or by phone) for 3-6 months after the off-site team building event. This follow up enhances the transferability of new skills and insights back to the workplace.

### We offer

- Team Assessments including the Team Diagnostics Assessment and the Everything DiSC® Team Dimensions Overview
- The Five Behaviors of a Cohesive Team™ based on the bestselling work of Patrick Lencioni
- Customized programs developed according to your objectives, your vision, your needs and your culture.
- The Teams365 series of training modules around leadership and teamwork issues
- Team systems coaching (three to nine months)
- Team building programs supported by follow-up performance coaching (coaching at the individual, manager or team level)

Each team building session is developed in conjunction with the sponsor organization. Programs will be designed based on your input around what's important for your team, what's worked well, and what hasn't in past training experiences. The design of programs will also connect with key organizational and leadership issues.

Depending on your objectives, needs and culture, sessions can focus on:



### Sessions may also include:

- Reconnecting with the vision, values and mission of the company/department or creating a team set of vision, values and agreements
- Exploring different roles within the team and the varying perspectives that lie within it to create your unique team culture

## SIGNATURE TEAM BUILDING AND LEADERSHIP DEVELOPMENT PROGRAMS

Many of our Team Building programs are custom designed, incorporating components and approaches which are meaningful for the team, and the issues it is facing. In addition to offering Everything DiSC styles training to teams, and the Five Behaviors of a Cohesive Team™, some of our signature programs include:

**The Six Factors of High Performing Teams:** Teams excel when certain conditions are present. Drawing what the team effectiveness research says about high performance, team development programs focus on helping the team focus on these six factors.

**Coaching and Mentoring Skills Training:** One of the mainstays of our business is coaching skills development with leaders. Potentials Realized's founder, Jennifer Britton, is the author of Effective Group Coaching, and From One to Many: Best Practices for Team and Group Coaching, two books being used by coach training schools globally. We continue to work with leaders of all kinds – virtually and in-person to help them refine their skills and have a better coaching conversation.

Our training with more than 120 leaders at The Scarborough Hospital has been recognized with both a Prism Award for Excellence in Coaching (2016) as well as an Award of Excellence – Curriculum Design from the Institute for Performance and Learning (2017).

We offer peer coaching training (useful amongst peers) as well as coaching training for leaders. Coaching skills training can be delivered in 1, 2 and 5 day modules, and also may be interspersed with mentoring skills training. We have also designed award winning mentor skills training. Coaching and Mentoring Skills Training is also available as an eight module e-learning program (Articulate).

**Teams365 Team Leader Development:** The Teams365 series of training modules are geared specifically for team leaders and aspiring team leaders. We offer both Team Leader foundations modules, as well as Teams365 Coaching Groups, where the focus is on deepening awareness and taking action. Team Leader Foundation Modules include Time Management Foundations, Coaching Skills for Leaders, Virtual Team Management, Stepping Into Your Leadership Style, Building a High Performing Team, and Relationship Building. The Teams365 programs are offered to the public, and can also be brought in internally. Visit <http://www.coachingteamleaders.com> for more information. This series has emerged out of our daily Teams365 blog.

We would welcome speaking with you to tell you more about your organizational team needs in order to provide you with a more detailed proposal. Contact Jennifer directly at (416) 996-8326 or [info@potentialsrealized.com](mailto:info@potentialsrealized.com).

## Specialized Programs

Group, Team and Individual Coaching Services for Executives and Team Leaders

Everything DiSC® Partner including Workplace, Sales, the Work of Leaders

Five Behaviors of a Cohesive Team™ Authorized Partner

Team Diagnostic Assessment™

Coaching and Mentoring Skills Training (for Leaders and Peers)

Customized Training Programs in Team Building, Leadership Development, Management/Supervisory Skills, and Performance Issues

Consulting – Organizational Development, Performance Improvement, Creating a Coaching Culture, Program Development and Evaluation

Facilitation – Strategic Planning, Staff Retreats, Staff Training Programs

## TEAM DIAGNOSTICS ASSESSMENT

This comprehensive development tool for teams, maps a team's Productivity strengths and Positivity strengths, facilitating concrete action in order to create sustainable high performing teams. The assessment is offered as a standalone assessment with a debrief process for the team (1 day) or as part of a larger team building or team coaching initiative (recommended).

## TEAM SYSTEMS COACHING

Team systems coaching focuses on uncovering and strengthening the interconnections within the team, strengthening the overall system of the team, rather than only the individuals within it. Team Systems coaching is delivered as in person half-day sessions over a 2-3 month period where all team members are involved in the process.

### Ongoing team systems coaching sessions focus on:

- Clarifying and aligning roles within the team;
- Leveraging the Six Factors of High Performing Teams (including creating a shared vision);
- Working across styles and leveraging strengths;
- Increasing cohesiveness and positive collaboration within teams;
- Breaking down silos that may exist within teams;
- Addressing and supporting individual needs for leadership and skill development, and
- Creating a supportive culture within the team and the organization.

### Team systems coaching is ideal for:

- Teams newly forming
- Teams in transition
- Teams with new leadership, OR
- Teams who want to accelerate their performance

**Elements of team systems coaching can also be brought into customized team building workshops.**

### We have provided training and team sessions for:

#### St. Joseph's Health Centre Foundation, Toronto

- The Scarborough Hospital
- CCAC Toronto
- The Cooperators
- Toronto CFA Society
- Arab Community Center of Toronto
- Several Municipal Government Teams
- Labrador Mines
- Women's Leadership Initiative - JJMP
- Agencies of the United Nations – including UNICEF West and Central Africa, UNV/UNDP Barbados and the OECS, UNV Haiti
- UNV Headquarters, Bonn, Germany
- Everest College (formerly CDI College), Newmarket
- Intelligarde
- American Society for Training and Development



For more information, and to discuss your particular needs, please contact Jennifer Britton, MES, CPT, PCC, CHRP at 416.996.TEAM (8326).



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