

"Creating High Performance Teams –4 Days"

This leadership Team Coaching programme is ideal for business teams of between 12 and 18 people. It offers a more, in-depth and integrated leadership and team development programme, that provides learning, experiential and sharing opportunities and an immediate grasp of each team member's personal and interpersonal strengths and challenges in leadership, team and personal contexts. Possible ways of dealing more effectively with business and team challenges are also explored.

The package includes:

- Phase 1: Assessment of organizational challenges; team issues, and context through focused interviews with HR, management and executive team.
- Phase 2: Two (2) day workshop (e.g. Monday and Tuesday). In preparation, individuals are required to do the on-line Enneagram assessment. Workshop content includes defining leadership challenges and expectations; overview of leadership models and styles; exercises for integration of concepts; learning and sharing; models for leading people; emotional intelligence and an overview of the Enneagram model and personality types.
- Phase 3: Individual coaching sessions, of 90 minutes each (to be completed in the days between Phase 2 and 4). Each individual's leadership feedback report will be debriefed to create self-awareness and insight of how they present themselves and how others experience them as leaders.
- Phase 4: Two (2) day workshop (e.g. Thursday and Friday of the following week). Team leadership profile will be constructed, which will be debriefed with the group. Workshop content includes understanding each team members' special gifts; individuals' contribution to the team and the strengths; exploring current team strengths, weaknesses, examples of breakdowns and challenges. The workshop will go on to explore the current team development stage; prioritise issues and craft a development plan for they can improve and evolve into a high performance unit, though effective communication; conflict management; developing organizational and team trust.