

## Maximizing Team Performance

Our approach taps into the wisdom of teams to measure and expand their capacities. It is designed to sustain the productivity of teams. With the state-of-the-art methodology the teams we work with gain a mindset and a skill set for sustainable high performance.

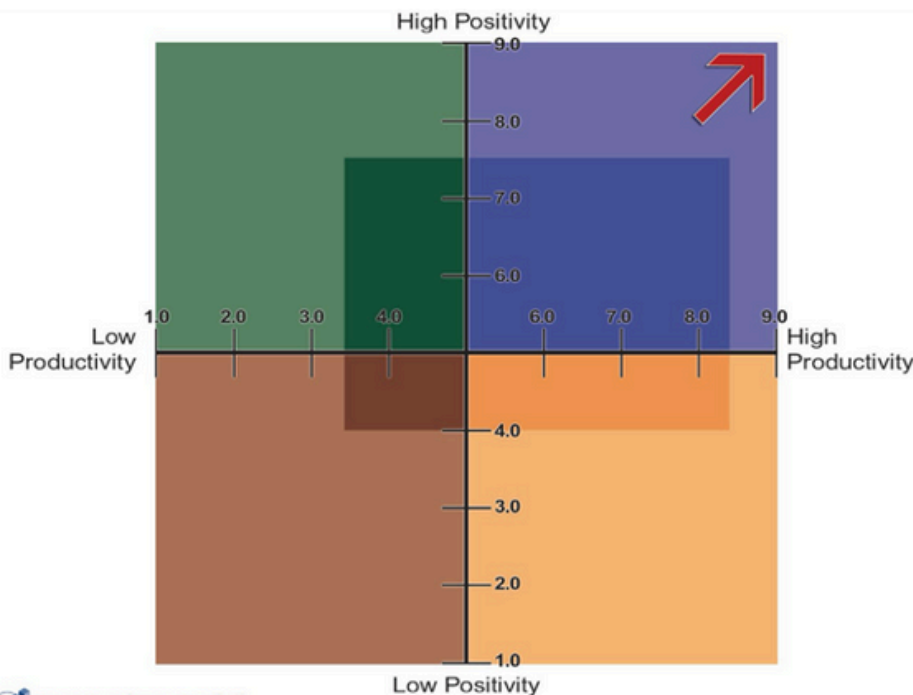
Teams exist to produce results and optimize the intellectual capital and skills in the organization. For teams to become truly successful, it is not enough to label a group of individuals “a team”. Teaming is a discipline – and we are experts in it.

The fundamental task of leaders is to prime good feelings in those they lead. That occurs when a leader creates resonance – a reservoir of positivity that frees the best in people. At its root, then, the primal job of leadership is emotional.

**- Goleman, Boyatzis & McKee, Primal Leadership**

### *Developing Strategic Team Capabilities*

We coach teams as dynamic living systems or as the Third Entity™. (The Third Entity is a trademark of ‘The Center for Right Relationship’.) Our team coaching methodology was developed by our Strategic Partner Team Coaching International (TCI) and is rooted in the most recent thinking and research in the areas of leadership, System Theory, Systems Intelligence, Emotional and Social Intelligence, Appreciative Inquiry, and Organizational and Systems Coaching model developed by the Center for Right Relationship. Research shows that, in the long term, the best-performing teams score highly in both productivity and positivity strengths, and that by increasing positivity teams can improve productivity.

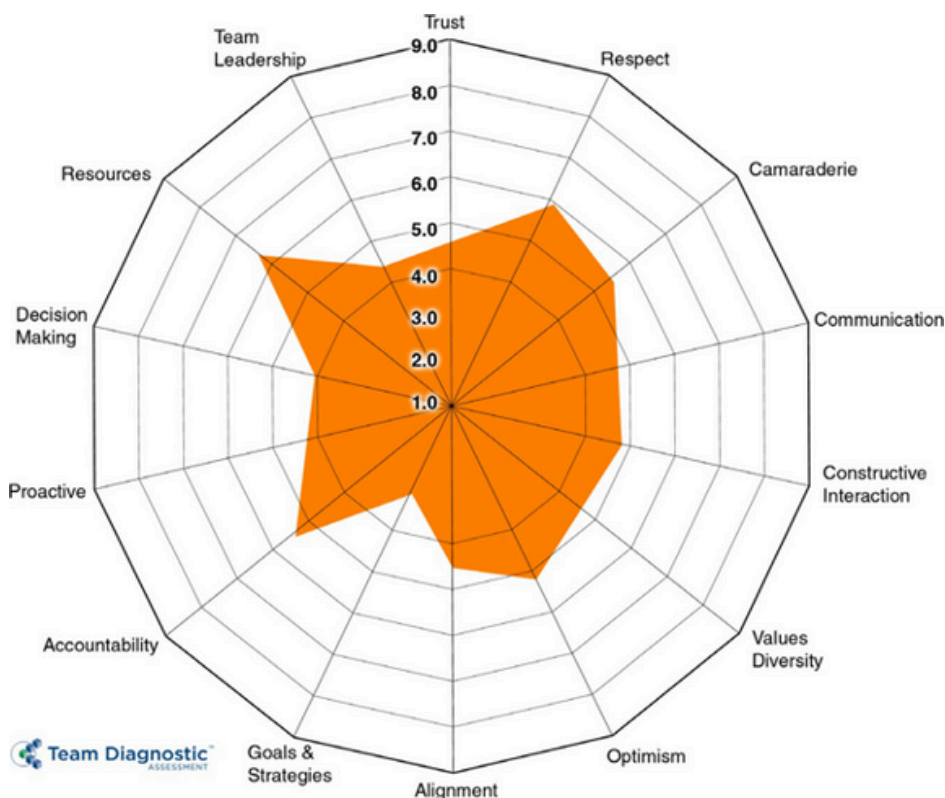


Team Diagnostic Assessment™ which we use with teams is designed to provide a benchmark and structure for ongoing team development. It is an innovative questionnaire designed specifically for teams to establish a “footprint” of the team. It measures key productivity and positivity strengths. Here are some of the highlights:

- A unique model measuring 14 specific success factors
- Focus is on the team as a whole not on individuals
- Can be customized to meet specific requirements
- Implemented online minimizing team members’ time
- Yields a powerful mapping process identifying needs for team development
- Provides an accurate way to measure team improvement over time
- The assessment is more comprehensive than standardized questionnaires

*By focusing on creating a high-functioning system, every team member empowered to perform at his or her individual best.*

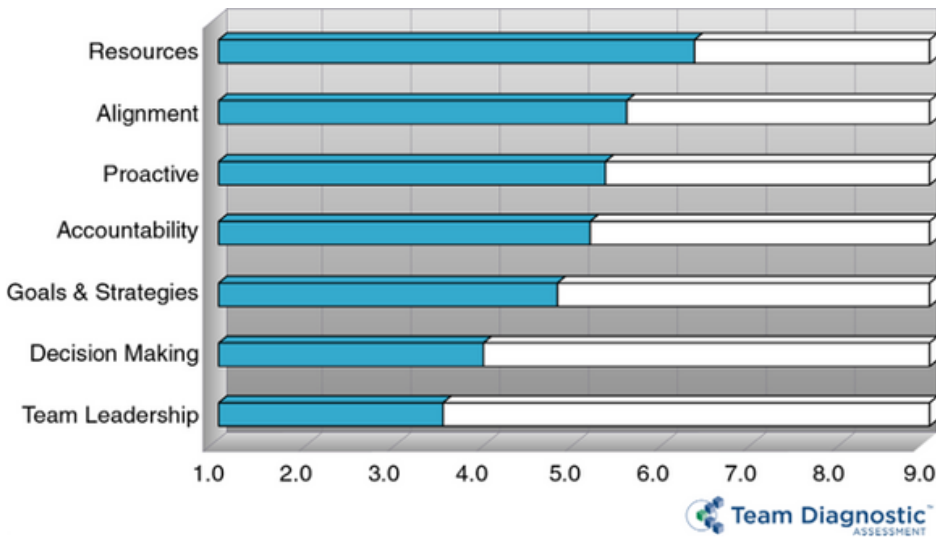
The ultimate purpose of our process is to reveal the system — the team — to itself. With increased awareness of the system’s state, the team becomes self-correcting, resourceful, and creative. The team will identify and clarify the roles and responsibilities for team members, create a more positive environment, develop more effective communication, build trust, enable a proactive approach to change, and create alignment on the team.



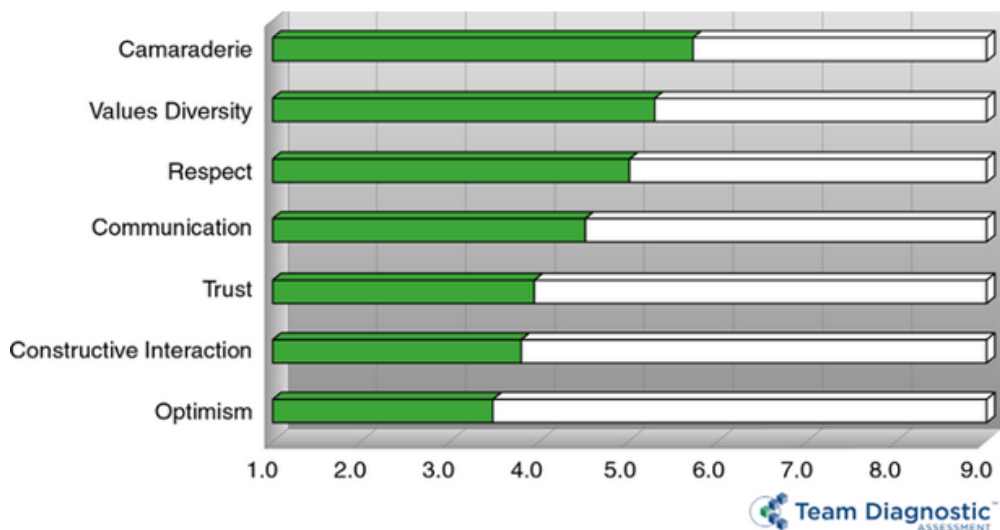
### **Key Milestones of the Team Process:**

- Team Diagnostic Assessment™, a confidential online questionnaire that provides an X-ray of the team’s strengths and opportunities for development.
- Team Work Session. The outcomes of the report offer the benchmark for the teaming process. The sessions (typically 2 days) include commitment and accountability for action items and strategies that help the team achieve its goals and adopt the practices of a high-performing team.

### Productivity Strengths



### Positivity Strengths



- Follow up in ongoing team coaching meetings (typically 1 to 2 times per month for 6 to 12 months) for the team to determine where they get stuck, decide how to overcome obstacles, and keep the process flowing. The facilitated team process helps teams uncover, identify and analyze areas of opportunity. Also, key outcomes and expectations for future areas of development are established. With focused coaching, teams can sustain their effectiveness and excellence.
- Re-Deployment of the assessment for a second benchmark to measure gains and lay out a plan for continuous improvements.

*What sets apart high-performance teams is their degree of commitment, particularly how deeply committed the members are to one another.*

**- Jon Katzenbach & Douglas Smith,  
The Wisdom of Teams**

Mindworks Consulting clients include companies from many sectors ranging from high tech and financial to manufacturing and service industries in the United States, Canada, and Europe.

## We have Your Team's Success at Heart