

Senior Team Alignment Course Outline

Pre-work – Team Analysis Questionnaire™

- Measure level of clarity and agreement on purpose, vision, values and goals
- Measure trust level in the team

Communication and Trust

- Identify clarity and agreement on purpose, vision, values, goals, procedures and roles
- Increase open, straightforward communication about important issues
- Strengthen trust level among team members
- Appreciate strengths that each member brings to the team.
- Complete Personal Profile™

Innovation and Change

- Understand the impact of change on team members
- Recognize individual skills needed within the team to effectively manage change
- Appreciate innovation styles of all team members and their contribution to the teams' response to change
- Enhance the ability to overcome goal-achieving roadblocks
- Increase team flexibility
- Complete Team Dimensions Profile™

Shared Leadership

- Learn the difference between management and leadership
- Understand the leader/follower cycle... when to lead and when to follow
- Recognize increased contribution from all team members when performance shifts to *acts of leadership*
- Complete Dimensions of Leadership Profile™

Post-work – Team Analysis Questionnaire™

- Measure level of clarity and agreement on purpose, vision, and goals
- Measure trust level in the team
- Identify achievements and future development goals