



Kraft att förändra.

Strengthening the Power

Building Spectacular Teams

Quality teamwork is the cornerstone for success in any marketplace.

Success in today's marketplace demands that teams perform at higher levels. Maximizing resources is not enough. Companies demand that people do more with less, meaning synergy is the only way to prevail. Without quality teamwork, companies suffer the consequences of history and norms that prevent true collaboration and consensus. High quality teams share values, trust each other, and practice ongoing communication that is swift, clear, and focused on excellence.

What keeps teams from achieving synergy?

Teams often work with a "ready-fire-aim" mentality without taking the time to plan and prepare for the best possible results. People share skills and experience without understanding the value and attitudes driving individual behavior and team norms. When this happens, "teams" are really a group of people working as isolated individuals. As a result, teamwork is characterized by win/lose competition, unclear goals, poor communication, and unsound norms.

What is Building Spectacular Teams?

Building Spectacular Teams gives teams the power of synergy by applying the individual skills developed in the Leadership Grid Seminar to back-home work teams. Activities unlock potential by removing barriers and

strengthening relationships. Members complete the following steps to define team excellence and build a strategy for change.

- Define sound team norms and compare them with existing norms.
- Clarify team roles and responsibilities.
- Discuss the consequences of personal behavior and develop improvement strategies for each member.
- Address current issues with action plans that include measurement and follow-up.

How is Building Spectacular Teams Different?

Most team building programs work to either build team morale or develop specific skills. In some cases, the results are powerful, but limited and short lived because the day-to-day issues, behaviors, and consequences aren't confronted. Building skills and increasing morale are vital, but change doesn't last unless personal values and real-life work issues are targeted. The Grid approach to team building produces instant and lasting change by targeting barriers people encounter every day. The discussions are candid, structured, and focused on consequences and improvement.

Problems are confronted and resolved.

Team members experience the release of confronting and resolving real problems, which does more to raise morale in relevant and lasting terms.

"Today if I was asked to run a company like Chrysler or General Electric, which was in a business that was new to me, I can't think of a better way than participating in Grid to get to know my new team, for them to get to know me, to develop candor, mutual trust, and ultimately direction."

Ben Edwards III, Chairman and CEO, A.G. Edwards & Sons, Inc.

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