High Performance Team Building Program
For Existing Teams and Launching New Teams

CORPORATE LEARNING INSTITUTE | **HIGH PERFORMANCE TEAM BUILDING PROGRAM**

This training program is custom-designed and based on your particular learning objectives. We conduct a needs assessment prior to the session, and create specific training objectives for your group.

Phase 1: Contracting for Success and Pre-Program Assessment
We want to design the best possible experience for your team. We use a needs assessment plus an interview approach to gather a sense of the leadership vision, take a pulse of the team members, and design the best possible way forward.

Phase 2: Training Session: One-Two Day Session
This foundational workshop sets the stage for the team to set their direction, assess their performance, and develop skills and awareness to fill performance gaps. We do this by combining a fast pace of indoor classroom training with collaborative learning break-out activities. Teams discover their strengths and limitations though assessment tools that we introduce early in the workshop. They improve their performance together as they collaborate on activities that encourage team skills like collaboration, trust, cooperation and commitment.

Phase 3: Follow-Up: Transferring Learning Gains Back to Work
We help your team hold their commitment to increased performance by holding follow-up sessions back at your offices. We are there to assure that your team gains performance bench strength and achieves their performance targets.

Program Outcomes and Key Learnings:
The CLI High Performance Team Building Program is effective because it takes participants out of their regular work routines and immerses them in a rich and supportive learning environment. When coupled with an experiential approach and a variety of basic team skills, participants leave with key learning takeaways:

An understanding of their own personal work style, the styles of others, and how to flex your style to be more effective with other team members. This is accomplished through the use of select self-assessments, scored ahead of the program.

A toolbox of basic interpersonal skills, which form the foundation of successful interaction between team members. This includes active listening skills, giving effective feedback skills, conflict management, problem solving and decision-making.

Comprehension of the developmental stages of teams. Participants will gain an in-depth understanding of the stages that teams go through, and what each stage means for individuals, their relationships with each other, and their relationships with team leadership. The application of this information allows both team members and team leaders to know what the team needs based on their developmental stage. For example, when the leader feels the group needs to work through some contentious issues the group will appreciate the need for this if they understand they are in the storming stage. It provides important context for leader actions and directs team member actions.

A deeply felt sense of satisfaction and camaraderie that one feels after accomplishing something of value with others.

CONTACT US TO DEVELOP A PROPOSAL TO MEET YOUR NEEDS

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