

The “Building Team Clarity & Purpose” Program

A 3-part process for harnessing team capacity

Today more than ever before, leaders must harness the talents and synergy of their teams as an ongoing operational imperative. At the core of the leader’s ability to do this successfully, lies the team’s level of clarity and shared purpose. Absent a high level of clarity and purpose, even the efforts of the best leaders can fall short.

Like many teams today, your team is likely multi-tasking at a level that impedes their capacity to fully understand not just the demands of the new normal but also the full scope of their influence as a team. Add to this the impact of the pandemic and the new virtual workplace reality and it’s likely that your team’s level of clarity and shared purpose has diminished. The Building Team Clarity & Purpose program is designed to address these new workplace realities in a way that helps teams to expand their awareness while helping to reignite their clarity, purpose, and passion

Core Modules:

Session One: Creating a Foundation of Mutual Understanding – 2 Hours

- Team Evolution segment with emphasis on current and future organizational expectations
- Choosing an Adaptability Mindset segment with emphasis on organizational change
- Exploring Our Common Ground segment with emphasis on shared values and purpose
- Pre-read article: One Question That Matters with Navigator Inventory 2.0 assessment as metric baseline

Session Two: Expanding Our Influence & Impact – 2 Hours

- Year-To-Date Reality Check segment with emphasis on team strengths and opportunities
- The Three Critical Dimensions of EI segment with EI Insights Inventory assessment
- Leading From the Inside Out segment with emphasis on personal leadership
- Pre-read article: The 20 People Skills You Need to Succeed at Work

Session Three: Charting Our Path Forward – 2 Hours

- Building Role & Resource Clarity segment with emphasis on stakeholder expectations
- Creating a Vision of Team Success segment with emphasis on key actions and accountabilities
- Team Rules to Live By segment with emphasis on behavioral norms and guideposts
- Measuring Our Success segment with emphasis on metrics and milestones
- Pre-read article: TBD

Key Features:

Highly customized content aligned with organizational culture and the senior leadership sponsor’s vision of team excellence. Pre- and post-project metrics to ensure long-term value and impact. The program also includes topical assessments and related articles to help reinforce team learning and skill application as well as full project management and 90-day learning roadmap with three (3) advisory consultations spread out over 120 days to further support project success.