

“Yet with a culture of individual accountability and self-reliance pervading executive suites, few senior executive groups ever function as real teams.”

-Jon R. Katzenbach,
Teams at the Top

Audience:

- › Teams at the top
- › Management teams
- › Office staffs

Delivery:

- › 1½ to 3 days

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EXECUTIVE TEAM DEVELOPMENT

A Process for Improving Team Performance

Many factors account for the success of a business. However, few are more important than “*the leadership process*,” which is the way in which an organization’s top staff or managers work together to achieve business results.

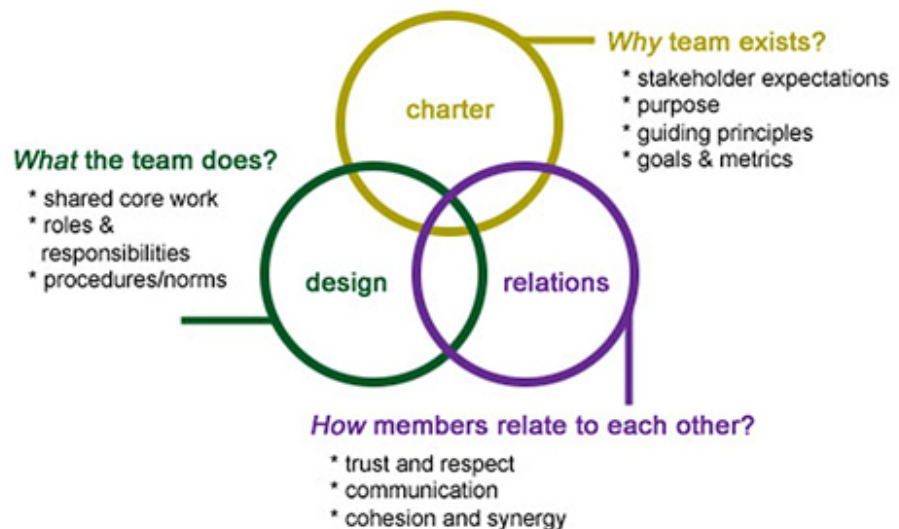
Do they have a common vision of the future and strategy to achieve that vision? How do they set goals and define priorities? How clear are their values? Do they “walk the talk?” Do they trust each other? Collaborate cross-functionally? How do they communicate? Are they able to talk about sensitive topics? How do they make decisions? Hold one another accountable? Balance daily urgencies against the long-term development of the organization? Work out inevitable conflicts and competing priorities?

At The Center for Organizational Design, we believe that “*the leadership process*” is a critical driver of an organization’s ability to meet the demands of the business environment, execute their business strategy, build a culture of engaged employees, and succeed long-term.

We help a leadership team achieve synergy and excellent performance through use of profiles and personal assessments, one on one coaching, feedback during real-time work sessions and leadership/communications training.

Team Development Process

In addition, we guide teams through a process of defining and improving their **charter** (mission, values, goals/metrics, etc.), **design** (how they organize themselves to accomplish their work), and **relationships** (their respect, trust, cohesion and synergy) so they can become a cohesive team with a common focus, able to rally people behind them, and achieve outstanding business results.



Together, we clarify goals, values, direction, priorities, roles, responsibilities, management processes, and build the trust necessary to excel in the 21st Century marketplace.