



Executive Team Development

for Senior Managers & Executives

Provide team developmental coaching to your executive team that leverages their effectiveness and their ability to fulfill the intent of strategy through people.

Outcomes

- ▲ Improved individual motivation
- ▲ Confidence enhanced
- ▲ Mutual respect
- ▲ Improved fit of individual to role
- ▲ Better goal setting and feedback
- ▲ Unique qualities optimized
- ▲ Minimized attrition
- ▲ Continuous improvement
- ▲ Effective individual and team leadership
- ▲ Continuous improvement
- ▲ Strengthened results orientation
- ▲ Relationships that work
- ▲ Effective communication style
- ▲ Priorities pinpointed
- ▲ Strategy potential realized

Increase power in your key areas of accountability:

- ▲ Communicating the territory - purpose, vision, and goals of the org to key constituencies while engaging others in opportunities and challenges
- ▲ Building relationships and facilitating interactions that result in outstanding team performance
- ▲ Producing results and outcomes - more from the direct efforts of others than from your own efforts

Benefits - Where Executive Team Development adds value

The executive team program addresses development needs, either by way of intervention when there is a problem or crisis or as part of the general executive development process. It is effective in helping close gaps. Gaps in performance, fit, tolerance, relationship, communication, change, innovation and results.

The program must go deep enough to yield sustainable results in terms of team learning that expands thinking and behavior. Effective coaching, through the application of governing values and coaching fundamentals will support a more productive and fulfilled team.

Examples of situations where Executive Team Development adds value

- ▲ the new or young team which often operates along the lines of a collection of more or less independent people, requiring the appointed leader to demonstrate direction and support
- ▲ the divergent team which seems to pull in different directions compared with the convergent team which is more focused and united
- ▲ the developing team which is working quite well but where there is an opportunity for further development
- ▲ the synchronized team which is the ideal team of members who work closely together, have synergy and where better decisions are being made and taken jointly than would have been the case individually

The Executive Team Development program can improve any or all of the following:

- ▲ issue identification, analysis & resolution
- ▲ interpersonal relationships
- ▲ communication
- ▲ leadership
- ▲ diversity
- ▲ team process
- ▲ operating styles
- ▲ in-team behaviors
- ▲ individual and team self awareness
- ▲ meeting process
- ▲ conflict resolution
- ▲ applying a consistent people emphasis
- ▲ sustained team performance



Program Specifications

- ▲ **Audience** - Senior Manager Team and Executive Teams
- ▲ **Length** - varies depending on team needs
- ▲ **Format / Process** - interviews, brief meetings, surveys, diagnostics, individual and pair coaching, and process checks
- ▲ **Materials** - senior team models, past and new diagnostics, past performance reviews, coaching process documents
- ▲ **Delivery** - Fulcrum Group Executive Coach
- ▲ **Class Size** - senior team leader, senior team, executive coach

About Us

The Fulcrum Group is an established and proven executive coaching, consulting, and training company that helps organizations improve their leaders and achieve optimal business productivity.

Contact Us:

1 [647] 887.7896
improve@thefulcrumgroup.ca

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Program Highlights

Executive team development offers an opportunity to both the organization and the senior manager / executive team to define and address specific development needs confidentially, and in a way that can help accomplish and sustain change. It typically involves "behind the scenes coaching", "live action coaching", in combination with appropriately selected learning interventions.

Steps

1. Individual interviews with each team member
2. Team observation and debrief to leader
3. Introductory team meeting [4 hours: ideal executive, diversity necessity, team process, 6 operating styles, 4 in-team behaviors, best team process, discussion, feedback on aggregate results of needs analysis, the ongoing work program]
4. Chartering
5. Each member completes a survey of self and other team members to determine perceived behavioral or operating styles, in-team behavior, and team processes
6. Diagnostic[s] administered - Kolbe, Disc, Stylus, Leadership
7. Individual and Team diagnostic results analyzed
8. Individual feedback discussion sessions with the coach [discuss and maximize interpersonal differences, relationships and in-team behavior with a view to enhancing overall team performance]
9. Selected pair feedback / conflict resolution sessions with the coach
10. Second half-day workshop with the full team to deliver results and develop action plans from Team Diagnostic
11. One-on-one coaching with the team leader to help maximize and sustain ongoing team performance
12. A third half-day workshop [progress review, individual learning review: operating styles, in team behaviors, team process, overall team composition and optimizing interaction]
13. Follow up with live action team coaching at working executive meetings