

Every senior team, whether at board, executive or departmental level, faces particular challenges in learning to work in interdependent and cohesive ways. These teams are comprised of highly successful and strong personalities who have significant business responsibilities, a strong track record of success and very little time. However, in this complex business environment, there is no doubt that a strong executive team is better equipped to lead.

Developing a high performing team is not an easy task, and not one that can be accomplished through simply an intellectual understanding. In complex business environments, we help senior people focus on the range of skills required both to lead and be an effective part of a senior team.

### **Executive team Development Training Programs**

Our Executive Team Leadership Training Programs help senior teams learn the skills required to lead and be part of a team, create commitment and alignment of teams' members and help them clarify their roles, responsibilities and interdependencies. Our approach includes models of high performing teams, assessment of the team's functioning, and a chance for the team to see itself in action as members implement and solve problems, and make decisions. All learning is tied to the organization's business challenges and helping the team execute the organization's strategy efficiently.

### **Executive Team Coaching**

Our consultants offer executive teams ongoing coaching as a team with a focus on pragmatic and timely suggestions to help the team become high performing. Through this consistent and personalized approach, the coach can make on-the-spot specific suggestions to help the teams resolve conflict, become more aligned and communicate their decisions more effectively. This more intensive and focused approach helps teams improve their performance as a team through better communication, trust and alignment. Typically, a team specialist works with the team on a one year time basis helping the team set specific goals and measure progress towards those goals.

Our goal is to deliver immediate, tangible methods for the team to work together more effectively based on the organization's culture, strategy and vision – followed by a systematic leadership program to continue the team's commitment to high performance.

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