

Intra-Team Communication Workshop

A Leadership Development Workshop by Rising Tide Solutions

Where Teams Listen, Learn, and Lead Together.

Workshop Overview

Every team communicates. Very few teams communicate well. The gap between the two is where conflict lives, performance suffers, and talented people start looking for the exit. The Intra-Team Communication Workshop by Rising Tide Solutions closes that gap — giving leaders at every level the methodology, skills, and frameworks to build communication cultures that actually work.

Facilitated by a retired U.S. Marine Corps Sergeant Major with over 26 years of experience leading high-performing teams under pressure, this workshop is built on a simple truth: teams that communicate clearly don't just perform better — they trust each other more, solve problems faster, and stay together longer.

Why Intra-Team Communication Matters

When communication breaks down inside a team, the effects ripple outward in every direction. Projects stall. Misunderstandings escalate into conflict. Good people disengage. Leaders spend their time managing friction instead of driving results.

Most leaders know their team has communication problems. What they don't always know is where the breakdowns are coming from, how their own communication habits are contributing, or what a high-communication culture actually looks and feels like. This workshop answers all three.

What We Cover

The workshop is structured across up to twelve modules, spanning a one- or two-day format. An optional third day brings the RTS facilitator into the client's actual workplace for live observation and individual coaching. Core topics include:

Communication Breakdown Diagnosis	Identifying where the team's communication actually breaks down — and what it's costing.
Communication Styles	Understanding style differences, how they create friction, and how to use them as strengths.
Active Listening	Building listening as a team practice — not just an individual skill.
Feedback Culture	Normalizing peer-to-peer and leader-to-team feedback that's honest, specific, and safe.
Managing Breakdowns	De-escalating communication conflict and restoring team cohesion.

High-Impact Meetings	Running meetings that build alignment instead of draining energy. (2-day)
Written Communication	Reducing miscommunication in email, chat, and team documentation. (2-day)
Difficult Conversations	Navigating peer-to-peer and leader-to-team hard conversations. (2-day)
Communication Across Differences	Bridging generational, cultural, and remote communication gaps. (2-day)
Team Norms & Agreements	Building a team communication charter everyone owns and follows. (2-day)
Live Observation & Coaching	Facilitator observes real team interactions and delivers individual coaching. (Day 3 add-on)

The Observation & Coaching Day

Day 3 is the most powerful element of this workshop — and the most distinctive. Rather than asking leaders to apply communication skills on their own after the training, the RTS facilitator comes to them. On Day 3, the facilitator travels to the client’s location, observes real team meetings, huddles, and interactions, takes detailed notes on what they see, and then delivers personalized, evidence-based coaching to each participant. The feedback is specific, grounded in observable behavior, and tied directly to the workshop framework. Participants don’t hear “you need to listen better.” They hear “In this morning’s meeting, here’s what I observed, here’s what it created in the room, and here’s what to do differently.”

This add-on is available to any client who has completed Day 1 or Days 1–2 of the workshop.

Workshop Format & Experience

Every session is interactive, practical, and immediately applicable. Participants leave with skills they can use the same day. Each module combines:

- Expert-facilitated instruction grounded in real-world leadership and team experience
- Communication style assessments and group analysis
- Scenario-based discussions drawn from real team situations
- Skill practice: structured listening, feedback, and conversation exercises
- Team charter development — a deliverable each team leaves with
- Action planning woven throughout, not added at the end

Day 1 is a complete, standalone experience. Day 2 builds significantly on it. Day 3 is the real-world application layer that makes the entire investment last. All classroom formats are available in-person or virtually. Day 3 observation is in-person only.

Who Should Attend

- Frontline supervisors and team leads building communication foundations
- Mid-level managers responsible for team cohesion and cross-functional alignment
- Senior leaders seeking to model and drive communication culture from the top
- Cross-functional teams experiencing collaboration and communication friction
- **Any team** going through change, growth, or restructuring that requires stronger internal communication

Outcomes & Organizational Impact

Participants who complete this workshop will:

- Diagnose communication breakdowns within their team and address root causes
- Adapt their communication style to different team members and contexts
- Practice active listening as a daily leadership discipline
- Build a feedback culture where honesty is safe and development is ongoing
- Navigate difficult intra-team conversations with confidence and skill
- Leave with a team communication charter their entire team has ownership of

Organizations can expect measurable reduction in team conflict, stronger meeting outcomes, faster problem resolution, and a shift toward a culture where communication is a team strength — not a persistent liability.

Delivery Options & Investment

Format	Investment	Group Size	Delivery
1 Day	\$4,500	Up to 25	In-Person or Virtual
2 Days	\$7,500	Up to 25	In-Person or Virtual
Day 3 Add-On	\$3,000	Up to 25	In-Person Only

Additional participants: \$125/person above the base group size.

Travel and expenses are billed separately for on-site and Day 3 observation delivery.

Day 3 add-on is available to any client who has completed Day 1 or Days 1–2 of the workshop.

What’s Included — For Every Attendee

Certificate of Completion	A formal recognition of each participant’s investment in professional leadership development — suitable for professional portfolios and performance records.
4 Free Coaching Calls	Four complimentary 30-minute one-on-one coaching sessions with an RTS leadership coach, redeemable within six months of workshop completion.
25% Product Discount	Every attendee receives a 25% discount on all RTS products and programs, including online courses, additional workshops, and curriculum packages.

About Rising Tide Solutions

Rising Tide Solutions LLC (RTS) is a Service-Disabled Veteran-Owned Small Business (SDVOSB) headquartered in Coastal North Carolina and serving clients globally. Founded by a retired U.S. Marine with over 26 years of leadership experience, RTS provides customized leadership and organizational development solutions that work — because they were built by leaders, for leaders.

We don’t teach communication from a textbook. We teach it from the front.

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Take the Next Step

Your team is communicating right now. The question is whether that communication is building something or quietly breaking it down. Let’s make sure it’s building. Contact Rising Tide Solutions to schedule your Intra-Team Communication Workshop.

Email

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Website

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“A Rising Tide lifts all boats.”