High-Performing Teams: Building The Foundation

Build a strong foundation for in-person and virtual teams to collaborate, innovate, and succeed in an ever-changing business environment.

Do your teams have the tools to **overcome constant business disruption** and **navigate uncertainty** to reach their highest level of potential? Or are you leaving their successes to chance? Our High-Performing Teams coaching program fuels the engine for teams to overcome these hurdles by laying the groundwork to intentionally create the Purpose, Clarity, and Psychological Safety they need to thrive. This framework, combined with Birkman's personality data, **helps solve many of the business challenges teams face**, such as uprooting **team conflict, generating innovative solutions, aligning departmental and company goals, generational communication, and navigating rapidly changing initiatives**.

The Birkman High Performing Teams coaching program provides a complete framework with the right tools to drive awareness and action, and ultimately get your teams to their next level of performance.

Why Your Teams Should Participate

- Unite **virtual or in-person teams** with a shared purpose to increase motivation and results

- **Discover the work that engages team members** using their underlying motivators

- Evaluate team functional responsibilities and **clarify roles** more efficiently

- Nurture the work environment best suited for each team member to **optimize their performance**

- **Increase emotional intelligence** within your team

- Emphasize **open communication, transparency,** and **trust** to better work through team challenges

- **Uncover projects and initiatives** that the team may not naturally prioritize

- Develop action plans to **immediately start improving team performance**

- Leverage all perspectives by utilizing the **diverse skills and viewpoints** on the team

- Get your team to the **next level of performance**

"Understandable, clear, action-oriented. Loved it!"

\- L&D Professional, Oil & Gas Industry

Let's Solve Together. Start the Conversation
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Empower People and Performance

"This is a great workshop that will benefit our organization in this time of change."

- L&D Professional, Health Industry

About This Team Program

The High-Performing Teams program offers a unique team learning experience that combines foundational team concepts with principles of personality and perception from The Birkman Method. Team members establish a shared knowledge of concepts, then apply those concepts in the unique context of their individual personality traits and assimilated team traits. First, team members study the benefits of a common Purpose and an environment of Clarity and Psychological Safety. Then they learn about the Birkman dimensions of Usual Behavior (strengths and overused strengths), Interests, and Needs. Teams explore these dimensions both at an individual and team level. This approach allows participants to gain an awareness and appreciation of different styles and perspectives—resulting in a stronger, more productive team. In the final exercise, teams are tasked with assimilating the most significant information discovered in the workshop to create an action plan with objectives and deliverables targeted towards improving team performance.

Key Workshop Features

Help employees learn the skills and strategies to build three important elements into their team: Purpose, Clarity and Psychological Safety

Turnkey workshop tools ready for organizations to implement with in-tact teams

Tips for self-management that increase emotional intelligence and help improve collaboration

Custom workbooks featuring individual and team data integrated throughout a series of over 20 reflection questions and activities

Ability to deliver the High-Performing Teams coaching program to remote teams while in the virtual environment

Understanding individual and team strengths, overused strengths, motivators, and expectations

Comprehensive facilitator guide, covering 8 hours of learning content that can be broken into 2 hour segments

Action plan to create the operational stability needed for teams to solve complex problems