

Optimizing The Team

*making the difference where
it matters*

About OQ Consulting

At OQ Consulting, we are known for our global expertise in business and organizational effectiveness. Aimed at positively impacting an organization's most differentiating assets - its people - we help leaders optimize themselves, their organizations and their talent base; to operate more efficiently and to realize personal and business objectives.

Our key differentiator is our hands-on, real-life corporate and business experience. This experience sets us apart in that we truly understand the environment in which leaders and organizations operate, which makes our leadership programs relevant and real.

Why **Optimizing The Team**®?

Building and developing Leadership capability is often addressed at the individual level - either through education, work experiences, coaching, or other development interventions. So why investing in a development program for your leadership Team?

We live in the "Age of Relationships" and teamwork is all about relationships. A study of Fortune 1000 organizations showed that 90% uses teams to conduct business. This has resulted in an **increased interdependence on others to achieve results**.¹ To optimize team performance, we need aligned mindsets, team vision and values, effective social skills, and full commitment by all. A cohesive team holds more potential than a group of highly capable individuals working in isolation.

Optimizing The Team® addresses how leaders interact with one another more effectively to the benefit of reaching optimal teamwork and business results.

Emotional intelligence

Emotional intelligence is one of the key components of **Optimizing The Team**®. EQ is often a more accurate predictor of success than IQ since an individual's success is governed by how well people communicate their ideas and interact with others. Productivity is

¹ Research by the Tracom Group

linked to communication effectiveness. Self-awareness positively influences effective communication and social skills, which correlate with the ability to listen, question, manage emotions, and adjust to the behavioral styles of others.

Many organizations have recognized that certain EQ skills are critical for specific roles. As they replace less effective actions with ones based on EQ, they are beginning to see real bottom-line impact in the form of reduced turnover, increased customer satisfaction, higher productivity, better engagement, and improved leadership.²

Learning Agility

Another key component of the program is Learning Agility. Learning Agility is a unique construct combining cognitive ability and personality. Learning Agility deals with how quickly and flexibly someone can adapt to change, how quickly and accurately he or she determines the best course of action, and whether they seek out new experiences and can learn from them.

In today's business environment, change is not just increasingly complex, it's also fast, uncertain and ambiguous. As a result, organizations need agile learners; leaders with the energy, ability and motivation to adapt and learn with speed. "Individuals who are high in learning agility engage in behaviors at work that not only help them to perform, but also to learn".³ Learning agile behaviors are viewed positively by others, equip you to respond to future challenges and thus lead to increased success.

OQ Consulting partners with EASI•Consult to offer the Burke LAI (Learning Agility Index).

Program approach

Optimizing The Team[®] is generally a 2-day workshop, which can be conducted consecutively or over a period of time. The program is typically split into 2 sections. The first section concentrates on the team's vision and values, creating alignment and understanding

² EI Insider Report, October 2009, MHS

³ Burke LAI Technical White Paper 2016, www.easiconsult.com

for the unique personalities, communication styles and behavioral preferences of each team member. The second section focuses on Learning Agility and EQ behaviors.

We will first meet with the organization to ensure that the program is customized and tailored around the organization and the leadership team's goal, purpose, and expectations, and to ensure that potential issues or concerns are addressed. The program starts with preparation work by the team members prior to the workshop, and may consist of reading materials, a behavioral preferences exercise, and online assessments.

Each component of the program will be customized to and discussed with the organization in advance. Where desired, we provide follow-on individual coaching sessions for program participants.

Benefits

The goal of **Optimizing The Team**[®] is to establish a more productive, effective and credible Leadership Team - with committed team members having an aligned mindset and a greater appreciation of the impact of behavioral styles and actions of each of the team members as well as of their own.

Since the motivation, approach, behavior and attitude of leaders today tend to create a domino effect that can affect the entire organization, **Optimizing The Team**[®] is aimed to have a positive impact on the overall performance of the business.

OO Consulting provides services globally.

For more information, please contact info@OO-Consulting.com