



Phoenix Human Capital Solutions

Greatest Performing Teams - Workshop

Greatest Performing Teams

The Workshop Overview



Pre-Work	Day 1	Day 2	Day 3
<ul style="list-style-type: none">• Interview with the Leader(s)• Individual Purpose• Team Assessment (DISC)	<ul style="list-style-type: none">• The Purpose of the Session• Reviewing/ Signing on Objectives/ Outcomes of the Session• Cleaning Up the air• Ready, Set, Go! The Team's Purpose – I• The days in review• Dinner exercise	<ul style="list-style-type: none">• Mindfulness Exercise• Team's Purpose – II• The Team's Purpose – III• Team's Purpose – Epilogue• Team's Purpose – Final Act• The Day in Review• Dinner exercise	<ul style="list-style-type: none">• Mindfulness Exercise• Engaging the large Audience• Bringing the team's Purpose to life• Holding the team accountable• Team's Commitments• The workshop in review

Greatest Performing Teams

Pre-Work



Activity	Content	Enablers
<ul style="list-style-type: none">• Session Outcomes	<ul style="list-style-type: none">• What is this session addressing?• What the team wants to take out of it?• How does that connect with the business needs?• Ultimately, what's the team Purpose?	<ul style="list-style-type: none">• 1 hour meeting between consultant and team leaders• Team pulse check – Disc assessment• Team's individual purpose

Greatest Performing Teams Workshop Agenda



Day 1 – Understanding Current State

Session to start at Noon

Activity	Content
1. The Purpose of this session	<ul style="list-style-type: none">• Leader’s message to the Team• Consultant message to the team• Introductions and expectations for the session• Ground rules• Getting to know ourselves better - My Life curve exercise
2. Reviewing/Signing on the Session Objectives and Outcomes	<ul style="list-style-type: none">• The attributes of a Greatest Performing Team• The benefits of reaching a Greatest Performing Team status• Tuckman’s stages of team development – Forming, storming, Norming, Performing with Holistic Synergism

Greatest Performing Teams Workshop Agenda



Day 1 (Cont'd)– Understanding Current State

Activity	Content
3. Reviewing/Signing on the Session Objectives and Outcomes – cont'd	<ul style="list-style-type: none">• Interview with the Leaders – Major themes• Team DISC Assessment* results Presentation <p>*each individual will also receive his/her own result</p> <ul style="list-style-type: none">• Team Discussion (breakout groups) – Using the information from Tuckman's, Leader's interviews and DISC assessment major themes, please answer the questions: 1) What are this team strengths? What are the team's opportunities? What's getting in your way to become a "Greatest Performing Team"? And Why?

Greatest Performing Teams Workshop Agenda



Day 1 (Cont'd)– Understanding Current State

Activity	Content
3. “Cleaning the air”/Taking the elephants out of the room	<ul style="list-style-type: none">• “Speeding date” Feedback• Conflict Resolution• The TRUST Equation
5. The Day in review	<ul style="list-style-type: none">• Consultant collects feedback on the day/any adjustment to be done/ Meditation session
6. Dinner exercise	<ul style="list-style-type: none">• Who am I? 2 trues & 1 lie

Greatest Performing Teams Workshop Agenda



Day 2 – Ready, Set, Go! The Power of One!

Mindfulness Exercise – Yoga/Tai-Chi/Meditation

Activity	Content
1. Team's Purpose – Chapter 1	<ul style="list-style-type: none">• Setting up the Foundation:<ul style="list-style-type: none">• Defining Purpose• Individual Purpose will drive the team's purpose• Sharing Individual Purposes• Team's discussion - Common themes/connexion amongst individuals
2. Team's Purpose – Chapter 2	<ul style="list-style-type: none">• The Whole Being – Dr. Tal Ben-Shahar SPIRE
3. The Team's Purpose – Chapter 3	<ul style="list-style-type: none">• The work only us can do:<ul style="list-style-type: none">• What's this team Purpose? (Use Q/A from D1)• What are the pillars that will sustain it?• What are the values that will hold this team together and accountable for this purpose – the "Non-Negotiable!"• What is this team ambition to give back to Society and the Planet(environment)• What's the legacy you want to leave behind?

Greatest Performing Teams Workshop Agenda



Day 2 – Ready, Set, Go! The Power of One!(Cont'd)

Activity	Content
4. Team's Purpose – Epilogue	<ul style="list-style-type: none">• Team to present Purpose draft and get feedback
5. The Team's Purpose – Final Act	<ul style="list-style-type: none">• Team to finalize purpose
6. The Day in Review	<ul style="list-style-type: none">• Consultant collects feedback on the day/any adjustment to be done/Meditation session
7. Dinner exercise	<ul style="list-style-type: none">• My life in 6 words

Greatest Performing Teams Workshop Agenda



Day 3 – The Power of One! Cont'd

Mindfulness Exercise – Yoga/Tai-Chi/Meditation

Activity	Content
1. Engaging the large Audience	<ul style="list-style-type: none"> • The importance of engaging your workforce • Benefits and failures of high/low engagement for the business
2. Bringing the team's Purpose to life - Engaging with the large Audience	<ul style="list-style-type: none"> • What's the team plan to communicate this purpose? • How's the team will create excitement and engagement around this purpose?
4. Team's Commitments	<ul style="list-style-type: none"> • Revisiting the Greatest Performing Team concept: <ul style="list-style-type: none"> • Is the team clear on it? • What the team will: Continue Doing/Stop Doing/Start Doing to reach the Greatest Performing
3. Holding the team accountable	<ul style="list-style-type: none"> • KPI's for the team • Assessment - frequency
Final - The Day/Workshop in review	<ul style="list-style-type: none"> • Consultant collects feedback on the day and entire session - any adjustment to be done/Meditation session