



## Team Building Mastermind Retreat

A Workshop for Reconnection  
and Reinvention

**TRAINING CURRICULUM**









## OVERVIEW

Partner for Impact has partnered with Americans for the Arts to design a team building workshop training to improve the workplace culture and help its employees find a sense of stability among their colleagues. Our mission is to help organizations become more inclusive by bridging their cultural competency gaps to drive positive change.

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## TRAINING GOALS

The purpose of this workshop is to rebuild the workplace culture and achieve organizational alignment to allow members to work together to achieve common goals while communicating honestly and maintaining accountability across departments. This workshop will help teams foster a welcoming and accepting work environment where members feel valued and respected.

Participants will have the opportunity to co-design their ideal work environment and leverage tools to build a cohesive team through respect and accountability. This workshop training will address trust gaps, communication barriers, morale and respect, fairness and accountability.







Upon completion of this workshop, participants will be able to implement the tools used in this training in their day-to-day work life to improve communication, respect, and accountability among members of their department. Participants will collaborate with colleagues to:

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## LEARNING OBJECTIVES

1. Determine rules for engagement
2. Establish and define department values
3. Develop an accountability system
4. Determine team performance goals





# CURRICULUM OVERVIEW

Learning Objectives	Goals & Outcomes	
1	Participants will determine rules for engagement in the workplace, that govern day-to-day interactions between colleagues and create clear expectations for safety, respect, tone, non-verbal communication, etc.	<i>Participants will:</i> 1.1 Establish communication and collaboration expectations.
		1.2 Identify ways they can demonstrate respect towards their colleagues.
		1.3 Learn about the use of tone and non-verbal communication.
		1.4 Explain what Safety means to them.
		1.5 Collaborate to create Rules for Engagement “contract” that they will implement in the workplace.
2	Participants will establish and define department values which reflect the unifying beliefs of each member of the team, that will guide the department’s actions and decisions.	<i>Participants will:</i> 2.1 Identify their personal values.
		2.2 Analyze their values to understand how it influences the way they “show up” in the world.
		2.3 Reflect on their underlying beliefs which determine their values.
		2.4 Explore how values can be either empowering or disempowering.



		<i>Participants will:</i> 2.5 Identify triggers and discuss the Physiological response to triggers.
		2.6 Understand how triggers reflect an unmet need that you value.
		2.7 Learn about Cognitive Behavior and describe how their thoughts and feelings lead to behaviors and actions in the workplace.
		2.8 Practice changing their thoughts to produce positive actions.
		2.9 Collaborate to establish and define department values.
3	Participants will develop an accountability system that ensures everyone on the team is aware of their responsibilities and is held accountable for their actions.	<i>Participants will:</i> 3.1 Learn strategies for positive and effective communication.
		3.2 Solve department problems utilizing conflict resolution techniques
		3.3 Discuss ways individuals can take accountability for their own actions.
		3.4 Collaborate to develop an accountability system that can be utilized and maintained in the workplace.
4	Participants will determine team performance goals that outline the level of performance and teamwork the	<i>Participants will:</i> 4.1 Explore common ground interests to form connections and bonds with one another to foster trust building.



	department is working towards. This framework will be used to help the team stay in alignment with their goals after the workshop.	4.2 Participate in a challenge where they must utilize teamwork to achieve a common goal.
		4.3 Determine team performance goals and identify actions to help meet those goals.
		4.4 Collaborate to create a team performance tracker to utilize in the workplace.