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# TEAM DEVELOPMENT PROGRAMS

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## ABOUT ADRIAN BAILLARGEON

A behavioural consultant, a team leadership coach or your biggest supporter. Whatever you want to call him, you will struggle to find someone as passionate as Adrian to help organisations make meaningful progress through the power of their people.

With over 20 years of corporate experience in financial services (health insurance, travel insurance, general insurance), brand management, pharmaceuticals, and oil & gas, author Adrian Baillargeon worked in marketing, sales and JV management teams across Canada and Australia. He also somehow ended up in Tunisia and Cameroon coaching for Major League Baseball.

Across all of his experiences, Adrian has seen the best and the worst when it comes to teams working together to drive outstanding results. In previous roles, he has been involved with mergers, downsizing, expansion and has been the recipient of national and global organisation awards.

Now a speaker, facilitator and coach, his in-depth knowledge and experience of working in businesses allow him to relate to business challenges but without the traditional corporate approach. His energetic and relatable approach (that's the Canadian in me he says) provides audiences with some of the latest research from global organisations on team dynamics, energy drivers, thought-provoking activities and personal development insights. He loves helping organisations re-learn, rethink and realise their performance and play a role in creating higher performing teams who "swear by each other and not about each other."

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## TEAMS THAT SWEAR

Be it an existing or a newly formed team, the greater the level of clarity and the stronger relationships amongst team members will help managers and their teams shine, spend more time on the things that matter and help them make the difference they are capable of making. After Adrian's *Teams that Swear* workshops, teams will have a suite of tools to do "together" better.

### **Benefits identified by participants:**

- Greater levels of innovation
- Different trains of thought shared quicker and willingness to embrace different ways of thinking;
- Issues solved quicker, less team drama and avoidance of issues;
- Accountability owned by the team (and not just the manager)

### **Workshop Overview**

- AB Team Dynamics Assessment
- Why swearing amongst teams is a good thing
- Insights from the latest research on higher-performing teams
- The two ingredients to higher performance
- The opportunity to self assess one's own team dynamics
- Development and measurement of team promises and new working rhythms to embed the learnings
- Deep dive into relevant topics pending on the needs of the team (eg creating psychological safety, using conflict as a tool, feedback as a mindset or clarifying roles and responsibilities)

Individual 1:1 coaching for team members is also available..

Face to face: 1 -3 days

Virtual: Catered to suit the needs of the team

Number of participants. Ideal for team sizes up to 7 members, can host multiple teams in each session.



## DRIVING RESILIENCE AND GROWTH WITH PERFORMANCE ENERGY

### **Performance Energy empowers teams to:**

- Support the wellbeing and performance of their people;
- Ensure focus and decision making abilities are maximised; and
- Put their people in the best position to maintain or improve performance levels without having to work more.

### **Benefits identified by participants:**

- Increased confidence to employ strategies to balance pressure and performance;
- Clarity on how to be more efficient and effective;
- Higher levels of resilience;
- Ability to reset quicker when things are not on track; as well as
- Greater ability to perform through uncertainty

### **Workshop Overview**

- The research supporting the profitability of people working at their ideal energy levels
- How stress works for - and against - one's wellbeing;
- How performance and pressure are related;
- Deep dive into the different types of energy that help people be at their best;
- An objective assessment of their own performance energy levels;
- Strategies to manage acute or chronic stress; and
- How to make the changes stick.
- How to keep the momentum going amongst the team

Face to face: 1 day

Virtually: 5 sessions over an agreed period of time

Number of participants: unlimited





## TEAMWORKING IN LEADERSHIP TEAMS

For managers who manage managers, it can be easy to focus more on managing teamwork amongst the teams they manage - but not yours. Teamwork and leadership amongst leaders of leaders are critical to the advancement of your team and the organisation. To keep the teamwork muscles of your team strong, a regular focus (Adrian calls them leadership workouts) will build off the foundation your leadership team possesses and ensure the leaders of leaders team is maximising its potential to influence as a team.

**This program is catered to the needs of leadership teams.** Examples of how the program works include:

- Interactive *Teams that Swear* talk
- *AB Team Dynamics Assessment* and the exploration of the effectiveness of how the leadership teams work as one;
- The ability to develop key leadership and teamwork skills with team "workout" sessions. Team workout sessions can include training sessions, such as:
  - How to have productive discussions using feedback
  - Exploring how to create psychologically safe environments
  - The role of conflict and how you can use it productively
  - Exploring potential, how it applies to the team, individuals and exploration of what's preventing the team and individuals from reaching their potential
- Workouts also come in the form of facilitated discussions. We have carefully curated >50 questions to deepen the thinking and sharing amongst the team. Examples include:
  - Who is each leadership member's first team - this team or another?
  - What is success? For you? Your family? This team? Your team? The business?
  - How do wise people think? How do smart people think? What do I/we overthink?

\*\*\*\*\**Teamworking in Leadership Teams* programs are tailored to the needs of the team. Please discuss with Adrian to finalise your bespoke program.\*\*\*\*



# TEAM COACHING

Like any high performing team, having the right "team behind the team" is critical to ensuring focus is maintained, mindsets challenged and the right items get the right level of attention. Over the course of 12-24 months, Adrian helps teams do just that.

Sometimes Adrian is am like the little boy in The Emperor's New Clothes. He will assume you are wearing clothes, but he can be the one to point out what's happening - or not happening. He can also be like Curious George and be the one to ask questions that aren't so obvious or are avoided to support the team's development. At other times Adrian can teach the team on how to work better together - and achieve a new level of performance.

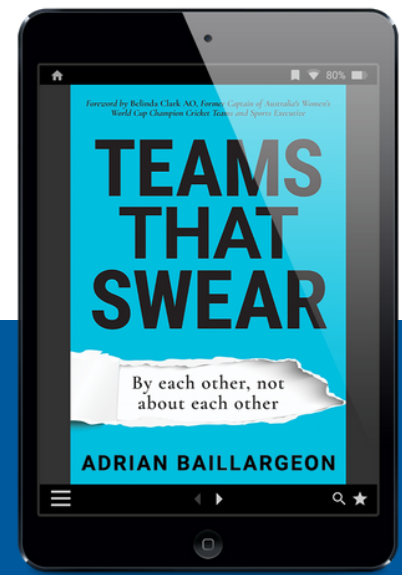
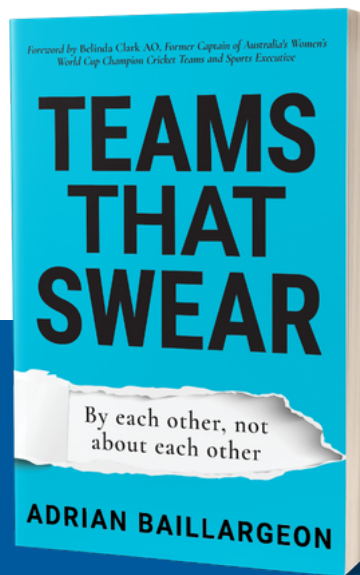
Team coaching programs consist of:

- AB Team Dynamics Assessment and review of results
- Sessions occur every 5 weeks
- Topics for each session are dependant on the current issues within the team and outcomes of the Team Dynamics Assessment
- Sessions are structured to allow for reflection and discussion
- Managers are treated as participants - everyone is on equal footing

My job is to stretch the thinking, increase confidence and keep the focus on what the team needs to do for the team to succeed.

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Please discuss with Adrian to finalise your bespoke program.\*\*\*\*

# READING



## Your guide to higher-performance

Despite working together in human societies for millennia, why is it still so bloody hard to move together in the same direction? In *Teams that Swear*, Adrian breaks down the art and science of maximising the potential of teams. He also reveals how focusing on just two things within teams can help your group shine.

Laid out in a way that allows leaders to self-diagnose their teams, readers will also be entertained and educated with real-life examples, including:

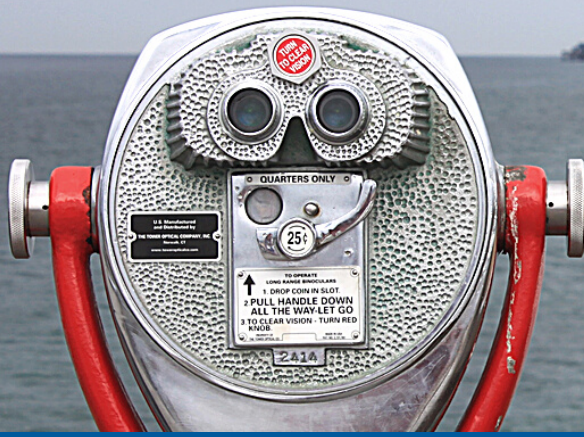
- How a \$10 note helped reinforce the right behaviours across an entire department
- Why a lack of clear objectives resulted in thousands of fake breathalyser tests
- How sharing objectives helped one of Australia's favourite sporting team field a healthier team
- What three words saved a team from sinking

Ideal for current and aspiring managers or team members who want to make a difference, *Teams that Swear* can help create teams that swear by each other - and not about each other.

## Team packages

*Teams that Swear* is a great resource for your team members, leadership development programs and customers to refer back to as they continue their journey to work better together. Make sure you ask about team pricing when looking to include *Teams that Swear* as part of your program.





# TEAM DYNAMICS ASSESSMENT

Where might your team do "together" better? To improve the quality of team discussions, increase levels of accountability and unlock actionable insights to improve how your team could work better together, take a closer look at how your team thinks they do "together" with an *AB Team Dynamics Assessment* now.

The *AB Team Dynamics Assessment* uses the latest research from across the world in high performance to help leaders and organisations assess the strength of relationships and levels of clarity across teams - all acknowledged as the foundations of high performing - and shining - teams.

The assessment insights detail:

- Positive and negative aspects of team culture;
- An overview of your team's perception of themselves and their perception of the team regarding team behaviours.
- A guided discussion to identify what the manager and the team could focus on to improve the team's dynamics

"The *AB Team Dynamics Assessment* helped my team share more of what they were feeling - but not sharing. The discussion generated from Adrian's style made our team feel comfortable opening up and creating a sense of ownership for what we could do as a team - in Adrian's words - to "be better together". Thank you so much!"

## How does it work?

1. We provide you with the context necessary to engage your team in completing the online assessment. The assessment takes less than 5 minutes to complete.

2. Once the assessment is completed, I'll send you a copy of the results. We will review the results together over the phone and identify the best way to share them with the team.

3. Adrian will join you and your team to facilitate a discussion regarding the results and next steps.





## WHAT OTHERS ARE SAYING

Adrian is a powerful and engaging facilitator and goes above and beyond. Adrian's passion and drive for improving the way teams operate is next to none.

*Heidi Clarris, GM of CX, Strategy and Advocacy, Aruma (Australia)*

By working with Adrian, the team has opened up and as a result, a number of different idea and perceptions are being used. This will definitely raise interesting conversations and challenges amongst the team.

*Lorna Stuart, Chief Risk Officer, IOOF Holdings*

I would highly recommend Adrian to other managers and leaders wanting to bring their team closer together and establish a framework for greater collaboration, communication and success.

*Todd Hewitt, General Manager of Commercial, The Blues Rugby Club (New Zealand)*

Highly, highly, highly recommend. Without question, Adrian is ridiculously talented at what he does. Since his session a week ago, we have all taken steps to manage our stress, build resilience and support each other. That's a first. Usually, after a workshop, it's just back to business as usual.

*Sam Nicolaides, Managing Director, Scriibi*



## WHAT OTHERS ARE SAYING

After 15 years of progressing my career across several roles, industries and organisations, I found myself suddenly confronted by significant gaps in leadership capability for the first time. With the opportunity to put me forward into an executive leadership role within my organisation, Adrian was able to help identify those gaps and develop a tailored approach to overcoming them.

Adrian's knack for rooting out the core of those areas of development and working with me to find unique ways to address them led to a rewarding and engaging experience with positive results. I would recommend Adrian to anyone looking to find a more personalised approach to their development – he has helped me become a better teacher and supporter to my staff, leader in my organisation and more rounded person across all parts of my life.

*Daniel Barker, Chief Commercial Officer,  
Netball WA*

Adrian's talk was super relevant and refreshingly engaging. His team-building exercises woke conference attendees up and gave the rest of the conference an enthusiasm boost that was felt throughout the whole event. His session was definitely a highlight.

*Max Webber, Editor, Sponsorship  
News Conference*

Adrian's enthusiasm was addictive, and I think turned around even the hardest minds! Definitely an inspiring person to work with and a stand out from a lot of other team building sessions I have been involved with in the past.

*Simon Fraser, Senior Direct Marketer,  
Woolworths Group*