

# TEAM EFFECTIVENESS DEVELOPMENT PROGRAM

## BUSINESS CONTEXT ▶

In today's competitive market, the success of an organisation depends on the ability of its **leadership teams** to create an effective work climate – amongst themselves and within their respective business units. This ensures that people trust one another, are engaged, aligned and productive, and remain agile and resilient as they tackle business challenges and adapt to changes.

Identifying opportunities and obstacles for optimal group performance, and equipping your team members with the right mix of leadership competencies is not simple, especially when relying on conventional training methods. However, BeyondTheTheory's **Team Effectiveness Development Program** is an effective, flexible and affordable solution that optimally blends Assessments (team, individual, psychometric and 360), Team and Individual Coaching, and Online Support and Content, designed specifically for this challenge.

## PROGRAM CHARACTERISTICS ▶

- ▲ **Subject Focus:** Team Effectiveness and Leadership Excellence
- ▲ **Target Audience:** Management Teams (Front-line Managers to Senior Leaders; Min.: 4, Max.: 10 Participants per group)
- ▲ **Format:** Blended program (Assessments + Coaching + Onsite Workshop + Web-based Support and Instructional Content)
- ▲ **Duration:** 4 - 6 Months (includes a half-day onsite Workshop, and 6 individual Coaching Sessions per Participant)

## PROGRAM COMPONENTS ▶

- ▲ **Team Assessments:** 2x (Team Climate and Team Strengths)
- ▲ **Individual Assessments:** 3x (Onboarding Questionnaire, Character Strengths and Leadership Competencies)
- ▲ **Personalised Development Plan:** 1x (Co-creation of a personalised action plan blending the onboarding, leader's and team's assessment results, into an action plan that articulates the priorities for development)
- ▲ **Individual Coaching:** 6x (personalised phone-based coaching sessions; coaching is performed by a dedicated professional coach; sessions are every 2-3 weeks and are focused on the priorities defined in the personalised development plan)
- ▲ **Onsite Workshop:** 1x (a 3.5h session incl.: concept presentation, team assessment debrief, and facilitated action planning)
- ▲ **Online Support:** Secure access to [www.BeyondTheTheory.net](http://www.BeyondTheTheory.net), a feature-rich platform offering a virtual library of instructional content (incl., articles, videos, elearning modules, blog posts, etc.), ad-hoc online coaching interactions (captured in a development journal), and social elearning opportunities with a community of peers
- ▲ **Program Report:** 1x (summary of progress and gaps, copies of all assessments and transcript of the development journal, i.e.: entries by coach and the participant)

Understanding your organisation and its constantly evolving needs is crucial to ensure sustainable business results and success.

Streamlining your leaders' effort and energy is a required priority to develop, engage, motivate and retain your human capital.

**BeyondTheTheory's** competency based, leadership development services and solutions will help you achieve this in an **effective, practical** and **affordable** fashion.

## BEYONDTHEORY'S 3 PHASE LEADERSHIP DEVELOPMENT PROGRAM:



**PHASE 1 ▶ ONBOARDING (~1 MONTH)**  
Initial individual and team assessments – psychometric and 360; Onsite Workshop and Team Coaching session; Access to BeyondTheTheory.net

**PHASE 2 ▶ TRANSFORMING (~3-5 MONTHS)**  
A dedicated 1-on-1 leadership coaching program built on a personalised development/action plan; Access to BeyondTheTheory.net; 4-5 Coaching sessions; Ongoing e-based interactions (via the online journal)

**PHASE 3 ▶ SUSTAINING (~1 MONTH)**  
A comprehensive program report (summary of the development journey + forward-looking suggestions); Access to BeyondTheTheory.net; 1 Coaching session

**BEYONDTHEORY'S MISSION IS TO HELP  
ITS CUSTOMERS IMPROVE THE COMPETENCIES  
OF ITS LEADERS AND INCREASE THE  
EFFECTIVENESS OF ITS TEAMS, ITS BUSINESS  
UNITS AND ITS ENTIRE ORGANISATION**

*"YOU CAN'T **MANAGE** WHAT YOU DON'T **MEASURE**... YOU CAN'T **CHANGE** WHAT YOU DON'T **PLAN**... YOU CAN'T **IMPROVE** WHAT YOU DON'T **FOLLOW-UP ON**."*