



# LEADERSHIP DEVELOPMENT WORKSHOP

## The Essentials of High-Performance Teams

Wednesday, August 2 - Thursday, August 3, 2017

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Tracy Butz, owner of Think Impact Solutions, is an inspirational keynote speaker, captivating author, and successful consultant. She has more than 20 years of experience actively engaging audiences large and small from a wide range of industries, including the U.S. Army, Motorola, and Subway just to name a few. Her reputable experience includes working 10 years as director of learning and development for a regional mutual insurance company, where she was responsible for talent management and employee development. Tracy truly delivers the tools for today's world, helping to further engage employees, energize workplace cultures, and empower high performance.

### **Session Description:**

Why do some teams struggle to survive while others perform with excellence? Today's work environment takes a heavy toll on individuals and the teams on which they work. Efforts to increase productivity routinely push team members outside of defined job descriptions and beyond personal comfort levels. Tension runs high, trust declines, confusing directives squelch efficiency, and competing goals limit progress.

Create a competitive advantage by developing high-performance teams. This interactive, results-based workshop is designed to provide attendees with tools to be more effective team members or leaders. Participants will explore the four leadership essentials through in-depth instruction, group discussion, hands-on exercises, and facilitated learning.

- Essential 1: Foundational Trust and Understanding
- Essential 2: Shared Expectations and Accountability
- Essential 3: Respectful and Candid Dialogue
- Essential 4: High Performance and Results

### **Learning Outcomes:**

- Realize the roles of the leader and team members; assess team skills, strengths, and challenges; and learn how behavioral styles and competencies impact team dynamics;
- Discover how to build trust across your team and understand how teamwork as a strategy can be used to foster enhanced team behaviors;
- Examine and enrich the quality of goal setting and planning, achieve buy-in and refine, decision-making skills, problem-solving tactics, and communication strategies;
- Develop the essentials needed for effective teamwork and understand the value and benefits it provides;



- Discover how to foster commitment, engage in respectful dialogue and promote accountability in a way that increases productivity and morale; and
- Execute an action plan that allows everyone involved to work more cohesively and collaboratively in a team environment while also cultivating high-performing team behavior and results.

### **Top Three Workshop Ideas**

*Tools or tips you learned from this workshop and can apply back at the office.*



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2. \_\_\_\_\_

3. \_\_\_\_\_