



## Achieve Dramatic Improvements in Cost, Quality, Service, and Speed

Every organization, every manager, and every employee is now having to do more and more with less and less. One effective response to this growing challenge is **Teamwork**.

But neither a work group nor any group of people automatically function well together. Welding a work group into a team is one of the most difficult and most rewarding activities you can attempt. ChangeWorks can assist you in achieving dramatic improvements in cost, quality, service, and speed by helping you build cohesive teams that demonstrate trust, commitment, and collaboration in the work environment to accomplish common goals.

### The Team Building Approach

#### Step One: Pre-Workshop Data Collection

Prior to the Team Building Workshop, each participant provides data (via surveys and/or interviews) related to team building topics. These data are compiled, summarized, and used to select the topics for the team building workshop.

#### Step Two: Team Building Workshop

This workshop employs concept briefings, small group discussions and presentations, role play, case study practices, and real issue applications. Participants learn, experience, practice, apply, understand, and develop the competencies critical to building a cohesive and productive team. The critical competencies may be identified from the Pre-Workshop Data Collection. Some possible competencies/topics, which may be identified from the Pre-Workshop Data Collection are:

- Team Purpose / Mission / Objectives
- Effective Human Interaction / Influence
- Conflict Resolution / Communication
- Team Roles & Team Rules (Guidelines)
- Problem Solving and Decision Making
- Team Meetings and Mechanics

Upon completion of the workshop, each participant will develop an Action Plan covering:  
(1) What our team will do; (2) Who will help us do it; and (3) When it will be done.

#### Step Three: Post-Workshop Follow-Up (Optional)

Approximately six weeks following the completion of the team building workshop, the team will meet with the workshop facilitator to assess progress and plan for the continuing development of the team.

*This workshop is available in several formats.*

