

Meet The Facilitators For Leading High Performance Teams



Robert Ginnett, senior partner with Impact Leadership Development Group, specializes in the leadership of high performance teams and organizations. Previously, Robert was a Senior Fellow with the Center for Creative Leadership. He is the developer of the Team Leadership Model™, which provides the foundation for his consulting in real-time team diagnostics and the identification of leverage points for change. Robert is an adjunct lead instructor in CCL's top-rated *Leadership at the Peak* course for CEOs & Presidents. Robert is an organizational psychologist whose education includes an M.B.A., a Master of Philosophy, and a Ph.D. from Yale. He is co-author of the best selling undergraduate textbook, *Leadership: Enhancing the Lessons of Experience*, now in its 5th edition.

Brian Hall, Founder/President of Impact Leadership Development Group, has over 15 years of experience as an executive/organizational development consultant working with Fortune 100 companies and senior executives. Brian specializes in executive coaching, team building, leadership development, organizational assessment and adventure-based learning programs. His clients include General Motors, Times Mirror, NASA, Delta Faucet, Xerox, and many others. A research associate with the Center for Creative Leadership, Brian holds an M.S. in Human Resource Management from Central Michigan University, and a Ph.D. in Industrial/Organizational Psychology at the State University of New York at Albany.



Paul Jones, Managing Partner of Impact Leadership Development Group, manages client relations and program design. Paul has extensive experience in teaching and management in both public and private institutions of higher education. A successful trainer, coach, and management consultant for Fortune 100 companies, he specializes in helping organizations identify critical areas for change in leadership. His work with intact teams gives him the depth of experience needed to design programs and assist organizations with bench strength, critical individual career transitions, organizational development, and team building. Paul has a Master's degree from Penn State with an emphasis on Educational Psychology and Adult Learning.

Learn To Create The Conditions Needed For Teams To Succeed

Leading High Performance Teams

Leadership is a group or team function, and the leader's job is to create the conditions for the team to be effective. Join us for this insightful program and find out how to improve the performance of your team by enhancing your own performance as a leader.

Put the power of the Impact Leadership Development Group to work in your organization. These outstanding workshops are specifically designed to strengthen existing intact teams. Special team pricing makes the workshop more affordable and maximizes the program's impact for your organization.

Increase your organization's productivity and enhance its long-term sustainability with "Leading High Performance Teams."

REGISTER TODAY!

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W O R K S H O P S E R I E S

Leading High Performance Teams

*Proven Results For
Every Kind Of Team*

Presented by
EXECUTIVE
FORUM



Learn How To Create And Sustain High Performance Teams

There Are No Traits Of Successful Leaders, Only Successful Behaviors

Leading High Performance Teams is an **action-oriented three-day workshop for leaders, executives and managers** who are committed to improving their leadership skills and helping their organizations build powerful, successful teams. This practical, thought-provoking and challenging workshop blends theory with a **research-driven model and experiential learning** to address specific issues and introduce more effective team-leading behaviors. And when team leadership improves, the teams themselves grow and perform better, the members are more satisfied with their roles, and the organization's stakeholders are more satisfied with the outcomes.

The Challenge of Teamwork

In today's fast-paced business environment, **successful teamwork is crucial for long-term survival**. But teams are complex organizations, and can have surprisingly powerful internal rules. If not led well, the team as a whole can drag individual performance down and result in significant outcome and process loss.

Team leaders also must deal with a performance paradox: the high-performing individuals whose skills are key to a team's success have generally been trained to work independently. They often have little expertise in working as members of a team.

How does a leader impart the lessons of teamwork to these individualists? How does a team's manager overcome the negative impact of a badly designed team?

Leading High Performance Teams is designed to help attendees understand the critical individual, organizational and team factors that impact team performance, recognize and practice the critical behaviors involved, and identify the key leverage points for developing efficient change strategies when things go awry.

Engage Your Organization And Strengthen The Bottom Line

Learn How To Build A Team From Scratch, Or Fix One On The Fly

Teamwork is the most effective way to improve organizational performance, but misconceptions about leadership and teamwork often prevent teams from doing their best. In this three day workshop, participants will learn:

- *How to identify the key leverage points for efficient change strategies, and,*
- *How to improve long-term success by systematically addressing problems with existing teams.*

The process introduced and developed through this workshop can be used successfully in any group that works to achieve a defined outcome through mutual effort — **surgeons, flight crews, ball players, astronauts, sales forces, attorneys, senior executives, project managers, R&D engineers** — any team can benefit, regardless of its function.

In addition, this workshop lets participants safely practice new skills without threatening the success of their businesses. Experiential learning exercises reinforce concepts and provide hands-on opportunities to practice newly acquired behaviors. These experiences are then linked to real organizational problems to provide potential solutions.

"I have had the privilege of working directly with and along side the Impact Leadership Development team in various organizational, team and leadership development initiatives. Their individual and collective expertise in developing and delivering customized solutions in these areas has been outstanding ...Their excellent blend of theory, practical and experiential knowledge together with their exceptional delivery skills makes such results possible."

Tim Conlon
Chief Learning Officer, Xerox Corporation

Implement A Research-Driven Model That Works On Any Kind Of Team

Leading High Performance Teams: The Workshop Strategy

Participants in the workshop will be given the opportunity to develop their skills on a number of levels. Each day will focus on specific topics and activities aimed at equipping participants with the skills they need to return to the workplace and begin making a difference in their teams.

Day 1 provides a background in the team concepts and behavior assessments needed to evaluate team performance. These include understanding individual preferences and the developmental stages for interpersonal work.

Day 2 introduces our highly effective *Team Leadership Model™* to give participants a diagnostic tool for assessing performance and guiding desired results. The Team Leadership Model uses a systems theory approach to identify what is required for a team to be effective and point the leader either toward the roadblocks that are hindering the team, or toward ways to make the team even more effective. It provides a visual technique for understanding and diagnosing the critical individual, team and organizational factors involved in making a team work.

Day 3 provides the opportunity to practice the behaviors and techniques learned in the previous two days. Outdoor orienteering exercises provide practice in real-time team leadership. Participants will gain actual experience in setting strategy and using a team to achieve desired results. Unlike sports teams or musical ensembles, business professionals rarely have an opportunity to practice necessary behaviors, making this experiential learning even more valuable.

Don't miss this outstanding opportunity to strengthen your teams' performance by learning how to use the unique, research-based approach presented in *Leading High Performance Teams*.