

## **Off The Shelf Team Alignment Training Program Overview**

### **DESCRIPTION**

#### ***Solutions that transform teams***

In these complex and rapidly changing times, collaboration is the key to creating adaptive, high-performing teams. For many teams, this can be the biggest challenge.

In our Team Alignment Training program, GLI helps teams to better understand their current workplace experience and the underlying drivers. This includes collective exploration of organizational and team culture, team relationships, and systemic influencers which includes an analysis of power, privilege, and the impacts of embedded inequities on the team dynamic. GLI facilitates a practical workshop focused on creating lasting change for teams.

### **OBJECTIVES AND OUTCOMES FOR TRAINING**

Our approach fosters the following:

- Increased trust and strengthened relationships among the team
- Collective naming of the “current reality” all are in together—the state of the organization— what’s working and what’s not
- A common understanding of the “desired future state” team members want for the team
- Robust learning and application of individual team member personality preferences, and its connection to the overall team profile; how members’ differences can compliment one another and support over all team function.
- Increased team capacity to make sense of, and strategically address the complex and inter-related information that comes before them
- Deeper understanding and application of concepts related to power and power sharing (shared leadership, shared stewardship) including recognizing privileges based on affiliations with social demographic groups
- Identification and implementation of high leverage behaviors, norms, agreements and/or guiding principles that will move teams closer to what they want

### **STANDARD TRAINING DELIVERABLES**

#### **Pre-Retreat Interviews & Preparation**

- Verification with the supervisor to finalize logistics and communication plan to team
- Interview each team member in a confidential, 1-1 conversation to generate:

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- a. *Team/Work Environment Current Reality Assessment*: Provide each team member with a series of questions designed to draw out the status of the team and what they need from each other, their work environment and supervisor(s), as well as what they think others need from the team
    - GLI creates a non-attributed report of all the responses to the *Current Reality Assessment* interview questions and provides the Supervisor(s) with a copy prior to the retreat so that they can be prepared to share a measured response to any direct feedback contained within the report
  - b. Self-evaluation of personal strengths, challenges, and preferences with respect to communication and interactions with others to illuminate team differences and compatibilities
- Supervisor Preparation Call ahead of retreat: clarify the supervisor's role which includes welcoming people and responding to the supervisor feedback contained in the interview report

### **Retreat Components**

- Team members review the interview report and identify critical issues that, if addressed, would improve team function. Structured discussions into prioritized topics from interview report to develop high leverage actions and clearly defined team agreements to support team progress
- Focused conversations to enable the group to learn more about each other's strengths and limitations, and identify where there is diversity and/or commonality among team members, how this profile can affect team performance, and what strategies will elevate performance and compatibility
- Learning model and application of power sharing concepts as a means for creating more collaborative spaces amongst team and between the team and its stakeholders

### **Post Retreat Follow Up**

- GLI will share a summary of the retreat including any next moves and team agreements
- GLI trainers provide up to 2 hours of virtual "face-time" with either the supervisor or team to support follow up actions and to maintain momentum

## **ADAPTABLE ELEMENTS**

### **Length of program**

GLI recommends 3 days or 6 virtual 3-hour sessions for team alignment trainings. However, we understand that this timeframe does not always work for all teams and have created trainings ranging from 1.5 days (or 3, 3-hour virtual sessions) to the recommended 3 days. In addition, some teams require more follow up support. It is important to note that output and transformative outcomes correspond with time invested — the shorter the program, the less collective learning and output. Program duration will be determined at the time of contracting with the client.

## GLI PHILOSOPHY

GLI delivers standardized programs and services that cater to the needs of our clients and capitalize on our strengths and expertise in Leadership Development and Team Alignment. We understand and have great comfort working with the complexity of human dynamics and interpersonal relationships, and specialize in delivering interactive, accelerated learning experiences for professional teams that serve the important work they do. Using techniques that enhance creative thinking, data analysis and integration, group intelligence and open, inclusive conversation, we create an environment where it is easy for individuals to share their perspective, listen to others, name the ground truth, and collectively devise practical interventions that will bring about the outcomes they desire.

We believe that more than ever, an organization's success depends on the capacity of its people to work collaboratively in increasingly diverse, complex and interdependent environments. These capabilities call on individuals and groups to identify and adopt behaviors that promote inclusion and equity, improve trust, increase knowledge sharing, and allow for adaptive problem solving.

Our overall approach lends itself to individuals feeling more connected and supported by team members, thus fueling greater collaboration. Transparent process and defined post-retreat action steps and outcomes provide a foundation for teams to have high levels of accountability and trust in the follow up phase. Relationships improve, learning is accelerated, and the work gets done well.

## CONTACT INFORMATION

Gilburg Leadership Incorporated  
110 Lincoln Street  
Holyoke, MA 01040  
413-532-2576  
[info@gilburgleadership.com](mailto:info@gilburgleadership.com)  
[www.gilburgleadership.com](http://www.gilburgleadership.com)

DUNS # 967303983  
CAGE# 3T2B4  
GSA# 47QRAA18D0022