

ORGANIZATIONAL DEVELOPMENT

Team Development

In our increasingly complex world, no one person can do it all and this has led to a broader use of cross-functional teams and work groups. Integrating the needs and aspirations of the individual and the group with the goals of the organization is the broad objective of Team Development. This is accomplished by developing the *process* of team interaction, that is, focusing on *how* the team interacts and the results they achieve.

Consulting and Training Processes	Description
Business Excellence Workshop	<p>The Business Excellence workshop builds a foundation for excellence in your organization.</p> <p>SDF custom designs and facilitates this workshop to meet the following objectives:</p> <ul style="list-style-type: none"> - Contrast proven Business Excellence Principles and methods to current methods. - Illustrate how application of Business Excellence Principles and methods can grow the business and its people. - Develop enthusiasm and motivation to apply the methods. - Create a common frame-of-reference for future business initiatives and personal growth.
COG's Ladder – A Team Development Model	<p>Teams are living organisms and continually evolve as relationships mature and experiences are gained. A team is capable of “growing” and climbing up the team development ladder.</p> <p>SDF facilitates a process to explain COG's Ladder of Team Development, the characteristics, activities, and emotions for each of the steps on the ladder, timing, and how to manage the team's growth effectively.</p>
Factors of Team Effectiveness Workshop	<p>The Factors of Effective Teamwork Workshop explores 14 critical factors of team effectiveness in a team-based work environment. Each factor is described and a rating scale is provided so that participants can evaluate the effectiveness of team members' performance.</p> <p>SDF custom designs and facilitates the workshop. Individual coaching helps guide participants as they apply their knowledge and skill in addressing team issues.</p>
Management Team Effectiveness Program	<p>The Management Team Effectiveness Program is a practical, business-focused process that identifies blockages to maximum team effectiveness in the areas of:</p> <ul style="list-style-type: none"> - Group Mission, Planning, and Goal Setting - Group Roles - Group Operating Processes - Group Interpersonal Relationships - Inter-Group Relations <p>SDF facilitates the process and supports the team in resolving issues with practical, proven techniques.</p>

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Role Development Process	<p>The Role Development Process is designed to assist the organization in developing the roles required to support a Team-Based Work System.</p> <p>SDF facilitates the process and identifies customer/supplier relationships within the organization, supports the development of individual roles, and ensures main tasks and responsibilities are clearly assigned.</p>
Task-Oriented Team Development Process	<p>The Task-Oriented Team Development (TOTD) process is designed to help teams function the right way and improve through real-world, real-time team development activities. Teams learn and apply knowledge and skills to manage team goals, roles, decision-making, communication, and morale issues in their daily work.</p> <p>SDF facilitates the eight half-day sessions at an interval of one session per week and coaches individual team members as they apply their newly acquired knowledge and skills to current issues.</p>
Team Building Programs	<p>Team building is a human process that requires the mutual commitment of the team members to work together more effectively. Preparing a team building program requires data gathering, a diagnosis of the team's development needs, and a plan of action. The plan is implemented, the results are evaluated, and the cycle is repeated at the appropriate time.</p> <p>SDF has extensive experience in designing and facilitating team building programs in a variety of team development applications - from creating a new team to revitalizing a complacent work group.</p>
Team Effectiveness Profile	<p>The Team Effectiveness Profile (TEP) is a diagnostic instrument designed to assist groups in improving their output and work satisfaction. Under normal circumstances, issues that block a group's effectiveness may not be brought up for discussion and resolution. These issues could remain undisclosed for years, draining a group's energy and undermining its productive efforts. The TEP was developed by Dr. Rollin Glaser and Christine Glaser to help groups systematically identify these issues, classify them under broad problem headings, and begin to reduce or eliminate them.</p> <p>The TEP may be used at all organizational levels with any family work group (people who share work goals and must coordinate their efforts to reach those goals). The TEP is intended primarily for intact work groups; that is, groups that have some work history. If the TEP is used with a newly formed group, it can serve an educational purpose instead. For example, it can be used to prepare a newly formed group for the kinds of issues that may block its success in the future.</p>
Teamwork Workshop	<p>The Teamwork Workshop exposes the participants to characteristics of effective teams, considerations for results-driven team structures, why external support and recognition are important, and the principles of leadership.</p> <p>SDF custom designs and facilitates the workshop. Individual coaching helps guide participants toward the recognition of individual and team development needs.</p>