



Do you and your organization wonder...
"How can we maximize every individual's contribution to our team process?"

Leading Team Innovation

Successful team members don't do the same thing at the same time. They do the right thing at the right time. And while team members work together toward a common goal, individuals must still play their individual parts in the process.

The challenge – and opportunity – for team leaders and organizations is to help individuals work from their strengths by identifying their most natural team role, and to understand and appreciate the contributions that they and others make.

As organizations rely more on teams to innovate, problem-solve, produce, and perform at the speed of change, understanding and capitalizing on the best approaches to strengthen and use group cohesion is critical to creating high-performing teams and organizational success.

This **1-day program** will utilize rich discussion, group activities and the use of the *Team Dimensions Profile** to help learners:

- Understand common reactions to change and innovation
- Identify individual approaches to innovative teamwork
- Clarify individual strengths and roles on the team
- Reinforce and appreciate the contributions of others
- Encourage team innovation and problem solving
- Discover an effective team process to increase productivity
- Foster trust and build mutual support
- Reduce team stress and conflict
- Enhance individual and team performance for maximum results

*The *Team Dimensions Profile* is an individual assessment completed in class. The additional cost for the *Profile* is included in the fee for the program.



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If you are a team leader, or an individual contributor, LEADING TEAM INNOVATION can help you:

- ✓ Discover a winning innovation and change approach to use with teams;
- ✓ Identify your most comfortable role on a team;
- ✓ Develop strategies that will help you work on a team to *create, refine, advance, and implement* new ideas; and;
- ✓ Determine effective ways to *balance, integrate and capitalize* on the different strengths of each team member.

The program will focus on the following key learning areas for maximum impact:

The Innovation Dilemma

- Identify common reactions to change and innovation.
- Explain that we each have instinctive tendencies toward change and innovation – and that these tendencies can make us less effective innovators on our own than as members of an “innovative team.”
- Recognize that individual tendencies toward change can sometimes cause stress and conflict among team members.
- Understand that team members need a way to balance their strengths so innovative ideas are not only considered...but also advanced, refined, and implemented.

Understanding Team Patterns

- Identify four *common approaches* used by individuals when working with others.
- Define four *team roles* used by individuals.
- Use the *Team Dimensions Profile* to determine each person’s primary team role and work pattern.
- Identify characteristics of common team roles.
- Describe and discuss common interactions between team members with different patterns.

Navigating Team Pitfalls

- Examine an innovative team model in which each team member’s strengths and skills are used effectively.
- Identify possible conflict points that can occur in innovative teams, and how to get the team back on track.
- Identify ways to reduce tensions between team members with different work patterns.

Working Together

- Discuss the importance of understanding, respecting, appreciating, and valuing the contributions of team members with different patterns.
- Explore the value of letting team members know that no matter what their pattern, they can contribute to the success of the innovation process.
- Understand that awareness of our strengths and skills as team members can help us identify any weakness in the group, and create more balanced and effective innovative teams.
- Identify conflicts or misunderstandings that can occur on teams, and determine the most effective ways to resolve these differences.

Capitalize on individual strengths for total team performance!

\$149

Team Work



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