

## **TEAM DEVELOPMENT WORKSHOPS**

Avaunt's team programs are proven to be highly successful in integrating the paradoxical nature of team dynamics including human relationship elements, such as the need for clear and effective communication, with the real-life business needs for operational excellence in areas like strategic planning and implementation.

Many team building programs end up with no lasting change. Why is that? In our view, one major reason is that the participants never get a real picture or sense of how they affect others. Sometimes they just don't realize the power they carry or it may be that they rub other the wrong way without realizing it. While these are just two examples of the multitudes of possibilities, one core element to Avaunt's team programs is to first securely root each participant into a clear understanding of their capabilities and pitfalls to effective interpersonal interactions.

Because we are experts in the Harrison Assessment methodology, we bring considerable insight and focus to each participant for their own personal insight and also provide deep insight into all other team members. The amount of understanding that occurs is often miraculous as past judgments and misunderstandings are lifted. Team members learn how each other wants to interact so that the highest level of cooperation can be achieved. Those with difficult styles learn how to manage their tendencies and become more productive.

At this point we are able to provide a clear picture of each team member's strengths and weaknesses in regard to the team as a whole. Everyone needs to understand each other with as little personal bias as possible. Let's face it, when human beings congregate there is going to be conflict. Typical team building games and exercises fail to reach the depth needed to create real change within a team. These surface structure games may actually cause more damage in the long run.

After examining the individual team members, it is now time to look at how the aggregate of each person's strengths and weaknesses form the potential of the team. We assess many different team dynamics such as:

- the strategic decision-making capabilities of the team
- it's willingness to enforce accountability inside the organization
- its strategy implementation potential, how much pure drive and motivation the team brings to work
- Innovation potential

With the team having cleared past issues and gained new personal insight, we are now in the home stretch. This is where we reengineer the team so that each person is playing the role which best suits them thus where they can be most effective. As a whole, the team now gains the benefits of synergy as it begins to capitalize on collective strengths while minimizing weakness by first being aware of the patterns, and then putting the right people in the right role. For instance, you do not want a “blindly-optimistic” person being the final strategic decision maker... even if it's the CEO!

Just as every human is unique, so is every team. We can help find your team's greatest potential and move into the “performing” stage of team dynamics. It takes guts, and it takes determination, but with these two, and the assistance of Avaunt's methodology, you can make massive and immediate changes. Please contact us for information on the programs to discuss what we can do for your team.