

THE
SELF-AWARE
TEAM



A boot camp for intact teams who want to communicate, collaborate, and deliver results more consistently.



Self-Aware Team combines the TAIS self-assessment, 1-on-1 coaching for each team member, and an intense, highly customized group day in the classroom to help intact teams access their next level of performance.

Team performance requires two things: individual high performance, and productive collaboration among team members. The Self-Aware Team program tackles these two elements simultaneously, providing individuals with the tools to

better leverage their strengths, and driving a frank, data-driven conversation (drawn from the TAIS assessment) into what will drive and limit the team's ability come together as more than the 'sum of the parts'.

Participants Will Learn:

- What they tend to pay attention to, and miss, under pressure
- How they process information
- How to use the three dominant attentional styles to pay attention to the right things
- How their tendencies in *attentional* and *interpersonal* style will benefit and hinder them—and strategies for building on strengths and shoring up weaknesses

Teams Will Learn:

- How their team stacks up to other executive business teams
- The unique challenges their team is going to face based on the similarities and differences among team members
- How to leverage team strengths to perform at higher levels
- How to mitigate against conflicts and issues that are likely to arise in the group

The Self-Aware Team program comprises three elements that provide the insight and structure to drive a deeper level of discussion, and accountability to improving team performance.

TAIS SELF-ASSESSMENT

Prior to the workshop, participants **complete the TAIS self-assessment** and receive a detailed report that is debriefed during **a 1-on-1 executive coaching session with a TAIS Coach.**

WORKSHOP

The Self-Aware Team workshop starts with each team member sharing a profile of themselves, warts and all, based on their TAIS assessment. This sets the baseline for the level of dialogue to come, and provides an opportunity for team members to really ‘see’ each other. The facilitator then introduces the customized Team Report that highlights the unique strengths and potential limiters of the team, and facilitates a highly interactive dialogue to drive towards action.

TRAINER AS PARTNER

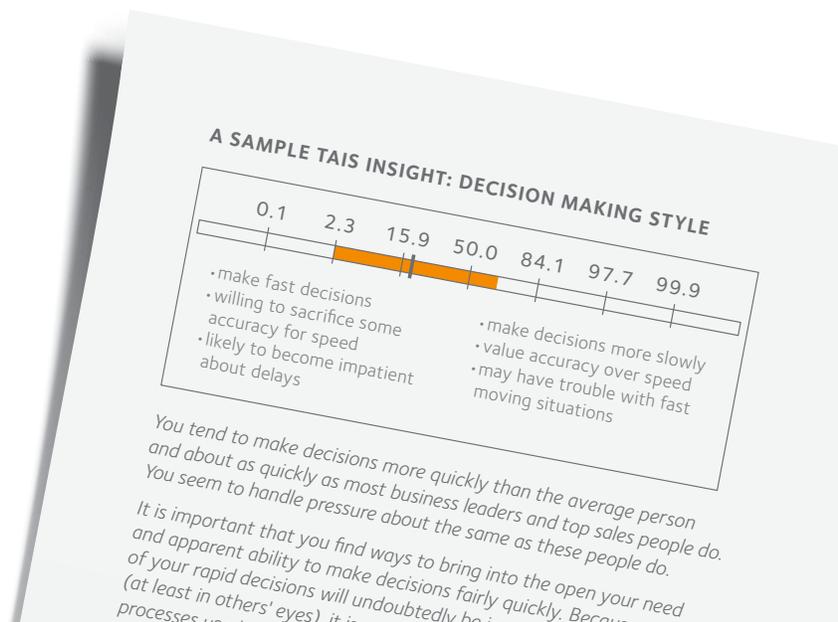
The workshop closes with the **creation of individual and team action plans.** Progress against these plans is reviewed in 1-on-1 accountability calls with the facilitator three months after the workshop.

The TAIS: The Heart of The Self-Aware Team Program.

The Attentional And Interpersonal Styles inventory (TAIS) was developed for use by Navy SEALs and Olympic athletes to help them optimize their performance under pressure by uncovering what they tend to pay attention to, and miss, under pressure, how they process information, how they make decisions, and 15 other key performance indicators.

We’ve delivered TAIS to thousands of managers and executives, and the one-on-one coaching session each participant receives during the workshop provides the basis for a highly customized and focused experience for each person.

In the Self-Aware Team program, we take TAIS analysis one step further to deliver a team report that highlights your tendencies as a team, and what is likely to either drive or hinder your group performance.



For the past three Olympics, we have run a Self-Aware Team workshop for the Canadian Women’s Hockey Team just prior to the Games.

“

Often-times you play on a team with other people, but you don’t really know them that well. The TAIS gives you and your teammates a chance to really see the type of personalities you have I think it’s been tremendously valuable for us.”

—Hayley Wickenheiser, Four-Time Olympic Gold Medalist

“

The session worked on two levels simultaneously: Each of us left the workshop with specific, personal strategies to put into action, while at the same time we became more effective as a team.

The communication within our team has become more effective because our feedback is more precise and helpful; and each individual's unique abilities are being better leveraged. We are able to have frank discussions and achieve outcomes that prior to the workshop would have been far less likely.”

—Charles Fischer, Former CEO, Nexen Inc.

Performance Coaching Inc. focuses relentlessly on enabling exceptional performance under pressure.

WE APPROACH PERFORMANCE UNDER PRESSURE FROM TWO SIDES.

Self-management skills and tools for individuals to improve their ability to perform under pressure, and skills and tools for coaches and manager-coaches to support others in achieving ever higher levels of performance under pressure.

WE OPERATE IN TWO ARENAS: ELITE SPORT AND BUSINESS.

Our founder, Peter Jensen, has helped over 70 Olympic medalists perform at their best under pressure and all of our full-time trainers work in business and prepare elite athletes for competition. What we learn in the sports ‘laboratory’ is constantly applied to our work in business.

FOR MORE INFORMATION

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