



S.W.O.T. TEAM

Define your team's competitive edge

The *S.W.O.T. Team* program combines the TAIS self-assessment tool, one-on-one coaching, classroom work, team analysis, and follow-up to deliver a breakthrough experience customized specifically for intact teams.

In addition to delivering the same insights into personal strengths and weaknesses as our *S.W.O.T. Yourself* program, *S.W.O.T. Team* moves beyond the individual to uncover the situations where your team will thrive and struggle.

Participants leave with personal and team action plans, a 25+ page report on their individual leadership and interpersonal capabilities, and a succinct report on how their team stacks up to other executive leadership teams. Teams leave with the knowledge they need to communicate better and get more done.

Who will benefit?

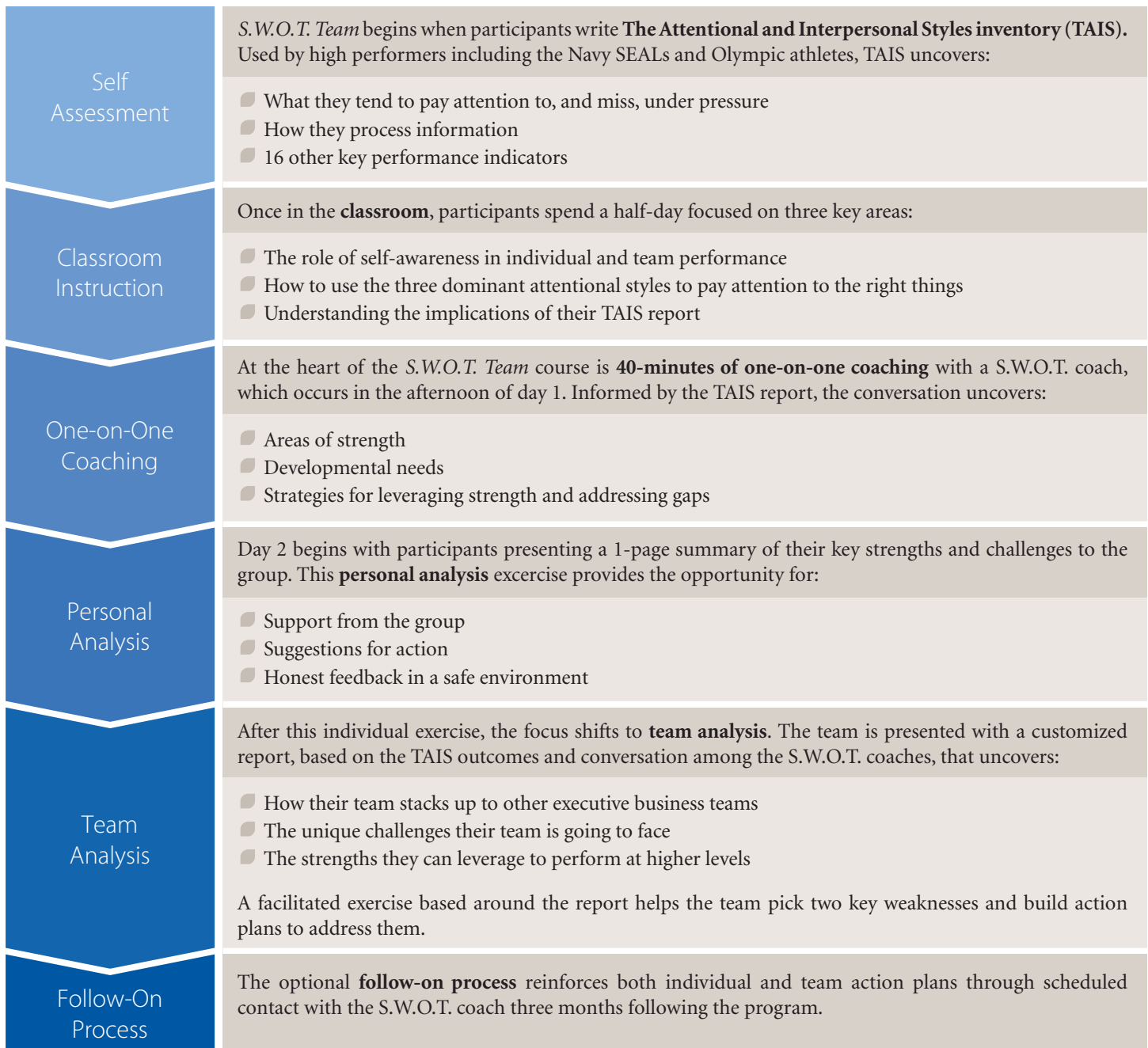
- Intact teams that want to move quickly to high levels of performance
- High performance teams looking for the 'last 10%' of performance
- Cross-functional teams working to integrate individuals with diverse styles and areas of expertise

“The *S.W.O.T.* 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.”

– Charles Fischer, President and CEO, Nexen Inc.



The S.W.O.T. Team Process



What will participants take away with them?

Personal and team action plans, a comprehensive workbook containing reference materials and exercises, and a 25+ page report on their individual leadership, attentional and interpersonal styles. Optional: a 1-page “MindMap” executive summary of their one-on-one coaching session to ensure focus. This summary can be linked to the organization’s leadership competencies, coaching model or other talent tools or systems used within the company.

“ Exceptional, the individual treatment and attention was tremendously helpful. I now have some tools for the next step of improvement.”

– workshop participant



What benefits will my organization realize?

1. More effective teamwork through the awareness and removal of interpersonal blocks

Effective teamwork requires a keen awareness of the role that conflicting interpersonal styles can play in clouding dialogue. The *S.W.O.T. Team* program enables participants to anticipate these conflicts, develop strategies to eliminate them, and focus the conversation on what is important.

2. Employees who consistently execute in high pressure, mission-critical situations

High pressure work environments are the norm today. Every element of the *S.W.O.T. Team* program is designed and delivered with performance under pressure in mind. The TAIS profile allows participants to identify and adjust how they will react in high-pressure situations before they happen, while the self-adjustment strategies focus on techniques to use when the pressure is on.

3. Increased ability to quickly move high potential employees up the learning curve and smooth succession planning

The direct feedback participants receive on what they need to do to perform at higher levels helps develop targeted coaching plans that work. High potential employees can be quickly moved up the learning curve and prepared to smoothly transfer into more senior leadership roles.

4. Leaders that have the self-knowledge and versatility to respond appropriately to a wide variety of situations and people

Once you are aware of something, you can begin to change it. Self-aware leaders are able to anticipate situations that may evoke a sub-optimal performance and adjust their behaviour. This allows leaders to respond to a wider variety of circumstances and people, creating opportunities for positive outcomes based on wisdom rather than reflex reaction.

Format

The *S.W.O.T. Team* program comprises eight hours of classroom instruction and four hours of one-on-one time with a S.W.O.T. Coach organized over two days. Pre-work is completed prior to the course, and the optional follow-up module drives accountability through e-mails and a scheduled meeting with a S.W.O.T. Coach three months after program completion.

For more information contact Performance Coaching at 1-800-513-0945.