

Building Team Effectiveness



Sandbar Coaching and Consulting will design and deliver a fully customized training program designed to meet your organizations unique team development needs. The program is designed for intact teams and is not available for open registration. This 21 hour “Developing Team Effectiveness” program cover the following modules:

Identifying Your Personal Leadership Style (6 hours)

- Understanding your personal style
- Determine your personal strengths
- Moderating your approach to help your team succeed
- Recognition and feedback

Managing Through Change and Transition (3 hours)

- Personal reactions and behaviors in times of change
- Clarity on change vs. transition and how it impacts workplaces
- Understanding your role in navigating change and transition for your teammates
- Applying principles of personal Leadership styles to navigating change effectively

Establishing the Team’s Current State (3 hours)

- Reaching a common understanding of what it means to be a team
- Explore characteristics of the team including trust, conflict, commitment,

accountability, and results

- Evaluate the teams current state on each characteristic
- Set a goal for the desired state

Building Team in a Hybrid Workplace (3 hours)

- Fostering relationships within a hybrid team
- Best practice communications
- Evaluating where your management style needs to shift and where it doesn’t

Creating a team Charter (2 3-hour sessions)

This two-part session will focus on establishing a team charter for the Special Olympics Alberta Team. The intent of this charter will be to establish a shared vision of organization values and expectations for the entire team. At the end of the sessions the team will have:

- Identified and achieved consensus on team values
- Determined values definitions
- Gained consensus on the values in action
- Agreed to team and individual accountabilities for living the values
- Committed to the team values as a shared responsibility for the team

Program fee:

\$18,350 plus GST up to a maximum of 16 participants.