

Stages of Team Development

High-performing teams tend to:

- Have high levels of collaboration, communication, resourcefulness, focus, discipline, trust, and drive.
- Take pride in their high-quality deliverables and constantly seek out new and challenging opportunities.
- Operate with a spirit of “constructive discontent” as they appreciate the fact that the environment around them changes every day.
- Grow, develop, and evolve.
- Genuinely value differences within the team and leverage these as a strategic competitive advantage.

Evergreen Learning Solutions (ELS) has the expertise to partner with team leaders who manage high-performing teams as well as those who strive to achieve that status. Regardless of which “stage” your team is in, we will create powerful tools that will help propel the team forward in the weeks and months ahead. By creating these tools as a team, members understand the context and have ownership in the output.

Our one-day team development program will jump-start teams regardless of their development level, and will provide tools and “touch points” that will continue to pay dividends. We create a partnership with the team leader to ensure that expectations are aligned and all team members are accountable.

Team Development Process

The first step in the process involves team members learning about themselves and each other, especially as it relates to working in a team environment. By leveraging a “styles assessment” called Emergenetics the team can better understand thinking and behavioral preferences. Team members learn about others who may think and behave differently, and learn how to harness and leverage this new learning within the team.

We will create a unique “team mandate” to identify what the team will be known for. This will also help the team prioritize work, allocate resources, and make future decisions.

The next step is to establish “team norms” to help define how the team operates and help on-board new team members and team leaders. In the absence of strong and specific team norms, members at all levels struggle to understand how the team operates in order to get things done.

The final step is to create or review team goals to ensure that they properly cascade. Team goals will be written using “SMART” criteria, and should properly align with the corporate strategy above as well as to each team member below.

Contact Us

To discuss how you can advance the development of your team, contact:

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