



NAVIGATING TEAM EFFECTIVENESS

Reimagine, Reengage, and Reignite your team with a customizable, blended program of virtual and in-person sessions



The wind has shifted | Navigating with your crew

We have all changed over the last year. Employees' priorities, passions, and purpose may have shifted, and your teams might be struggling to find their groove. It's time to assess where both team effectiveness and your organization are now so you can chart your course forward together. Take command with a deep dive in the Team spoke of the Organizational Helm, overlapping with Leadership, Culture, and Engagement.

This program is customizable to your needs while offering a balanced approach to team effectiveness.

The *Leading from the Helm* model is at the foundation of everything we do at Sicora Consulting, providing a holistic perspective of your organization. Through this program, we will focus primarily on the Leadership, Culture, Team & Engagement spokes.



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Ready to discuss or have questions?
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PROGRAM ELEMENTS



LEADERSHIP | Discover the Leader Within

Everyone has leadership in them. The *Discover the Leader Within* program uses a personalized profile that includes the *4 Colors of Insights* to help the members of your team better understand themselves and their inner leader. Individuals can better understand others and build deeper levels of trust when they have a better understanding of themselves and each other, creating lasting relationships and sustainable results.



CULTURE | Purposeful Culture of Trust

The individuals who make up your teams, and therefore the teams themselves, make up your organization's culture. Using the *8 Styles of Culture*, we'll help your teams find alignment around a shared purpose to help create a culture of accountability.



TEAM | 8 Aspects of Team

Now more than ever, teamwork is critical to the success of your organization. We'll begin the *Navigating Team Effectiveness* program by looking at the effectiveness of your team, using our *8 Aspects of Team* model. We'll work with you to build a team framework that's balanced in the eight key aspects of a successful team: continuous improvement, shared purpose, agility, collaboration, inclusion, trust, alignment, and process. Focusing on your team can improve engagement, maximize effectiveness and productivity, and promote a more inclusive workplace environment.



ENGAGEMENT | 8 Factors of Engagement

When we look at team effectiveness, we must recognize that all teams are made up of individuals, each contributing their own level of engagement to the team dynamic. We'll take an engagement baseline as you move toward a dynamic, real-time, employee-driven process using the leading indicator of performance: the *8 Factors of Engagement* program.

PROGRAM OUTLINE

Discovery

- Interviews & Data Collection
- Assessments

Design

- Analysis
- Designing the Learning Content

Delivery

- Virtual Program Kickoff Event
- Follow up reinforcement events
- Individual and peer coaching
- Eventual in person session

INCLUDED IN PROGRAM

- Dynamic virtual and in-person group facilitation
- On demand reinforcement and sustainability resources
- Talent Insights profile for each participant
- Talent Insights dynamic team report
- Leading from the Helm diagnostic baseline
- Leadership Effectiveness & Importance analysis
- Purposeful Culture of Trust perception report
- Team Effectiveness & Importance analysis
- Individual and Peer Coaching
- 8 Factor of Engagement composite baseline report



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