



Maximizing Team Performance

Working collaboratively within and across groups requires discipline and commitment. Teamwork is an essential element of high performing work cultures. Gale helps organizations create effective team structures and provide skill building for members to communicate and perform at a high level within those structures.

Team Services:

- Identifying if a team is the appropriate work structure
- How to structure a high performing team
 - Establishing team purpose, vision, goals
 - Defining roles, responsibilities and decision rights
 - Defining operating guidelines and core values
 - How to measure process and performance results
 - Reward and recognition in a team environment
- Effective group dynamics
 - Building trust
 - Creating a safe environment for open communication
 - Conflict resolution – individual and within a group
 - Conflict style assessment (individual and team)
 - Building commitment – making effective team decisions
 - Establishing individual and mutual accountability
 - Raising sensitive issues in teams and managing difficult team situations
- How to work effectively in virtual teams
- Facilitation skills – how to prepare for and lead effective team meetings
- Improving teamwork across vertical and horizontal boundaries
- Teambuilding – activities to strengthen and sustain teams