



Business Challenge

The future stretches out before us like a new frontier. There are no highways to tomorrow... only wilderness and uncertain terrain. It will be unwise to travel alone. Our pathway to the future is well suited to the team approach. Transforming groups of individuals into productive teams has many parallels to a journey.

The Team Journey

The Team Journey is an experiential training system designed to accelerate team development. It balances essential "best practice" content with active participant involvement. It is designed not as a one-time event, but rather as a process and a series of just-in-time tools to assist teams at every step of their journey together. It contains everything needed to help teams accelerate their progress into the unknown including:

- Best practices and applicable team theory,
- A survey instrument which helps teams identify their current strengths and areas needing development,
- Instructional materials designed to help teams overcome "roadblocks" to their effectiveness,
- Action planning tools,
- Experiential exercises.

The Process

Step 1: Panoramic View — The first step in the Team Journey process is attending a one-day *Panoramic View* session designed to help teams get their bearings, build a common language, and develop an understanding of the critical factors that will impact the success of their journey together. A team effectiveness model is the focal point of this session.

Step 2: Progress Check — This step allows each member of the team to provide feedback about the quality of the team's journey thus far. Members complete a survey questionnaire that captures their impressions about the team's progress and areas needing development. These impressions are tabulated and plotted anonymously on a computer-generated *Team Feedback Report*, which serves as the basis for group discussion and planning.

Step 3: Chart A Development Course — The *Team Journey* provides a wide variety of team building tools and strategies to assist teams in charting a development course. The team decides which actions and tools will be most relevant to its specific needs. There are twelve team-building modules available to provide structure and guidance for the journey ahead.

Target Audience

The *Team Journey* is designed for any group desiring to increase their performance and effectiveness including *Intact Teams*, *Project Teams*, and *Quality Teams*. Teams can use it as a launch process or as an intervention to enhance performance along the way. It is also designed to help Team Leaders refine their skills as guide and coach of their team.

Outcomes

By attending **The Team Journey**, *intact teams* will be able to:

- Accelerate through the phases of team development so that they are able to perform at high levels sooner
- Magnify their effectiveness by concentrating on the critical components essential to high performing teams
- Assess their performance and make appropriate adjustments along the way.



For more information, please call Footprints Consulting & Training at 303-674-5492.