Team Services

Potentials Realized

www.potentialsrealized.com

Specialized Programs

Executive and Personal Coaching Programs for Teams, Individuals and Business Partnerships

Leadership Challenge Workshops (1, 2, 3 day format)

Customized Training Programs in Team Building, Leadership Development, Work-Life Balance, Cross-Cultural and Diversity Training

Consulting – Organizational Development, Performance Improvement, Human Resource Management, Program Development and Evaluation

Facilitation – Strategic Planning, Staff Retreats, Staff Training Programs

For More Information, and to discuss your particular needs, please contact:

Jennifer Britton, MES, CPT, PCC, CHRP
Founder/CEO
Potentials Realized
Phone: 416-491-9680 | **1-866-217-1960**
Email:
info@potentialsrealized.com
Web:
www.potentialsrealized.com

Visit our blogs and other sites:
www.groupcoachingessentials.com
yourbalancedlife.blogspot.com
biztoolkit.blogspot.com

Want to take your team from ordinary to extraordinary? Looking for a novel approach to developing your team – one that will stick?

Our Approach to Team Building:

Traditional Team Building exercises are fun and intensive. But, do the results always transfer back to the workplace? Stolovich (2000) found that training alone produces 10-30% of desired performance. A majority of our team building sessions include an optional performance coaching component where team members participate in monthly or bi-weekly follow up group coaching sessions (in person or by phone) for 3-6 months after the off-site team building event. This follow up enhances the transferability of new skills and insights back to the workplace.

We offer:

1. Team Assessments including the Team Diagnostics Assessment and the DiSC Team Dimensions Overview
2. Customized programs developed according to your objectives, your vision, your needs and your culture.
3. One Day and Two Day Signature programs (see descriptions below)
4. Team building programs supported by follow-up performance coaching (coaching at the individual, manager or team level)

Each team building session is developed in conjunction with the sponsor organization. Programs will be designed based on your input around what's important for your team, what's worked well, and what hasn't in past training experiences. The design of programs will also connect with key organizational and leadership issues.

Depending on your objectives, needs and culture, sessions can include a focus on:

- Teamwork
- Communication
- Trust
- Work-Life Balance
- Time Management
- Goal Setting
- Meeting Management
- Relationship Building
- Setting Strategic Priorities

Sessions may also include:

- Reconnecting with the vision, values and mission of the company
- Exploring different roles within the team and the varying perspectives that lie within it to create your unique team tapestry

Signature Team Building Programs:

My Land, Your Land, Our Land: Explore and celebrate the different roles, perspectives and priorities within your team, coming together to create **OUR Land**, where vision, values and priorities are shared. This exercise is ideal for teams who love to live through geography. Length: 2 – 4 hours

Stepping Into Your Leadership Capacity™: For new leaders and supervisors, as well as all staff within organizations that want to develop

their core staff to step into their leadership capacity regardless of title. Length: ½ day, 1 and 2 day formats

TeamsOnFire™: In the TeamsOnFire™ program, teams connect with what is most important to them, reconnecting to and exploring the inner fire that drives their results. The program is grounded in a unique mix of experiential education and relationship systems coaching work.
Components of the program include Vision Work, Creating our Team Story, MetaSkills, Connecting with our Spark, Fanning the Flames – Leveraging Our Strengths, and Action Planning.
Length: 1 day and 2 day programs. Elements of this program can stand alone for shorter offerings.
This program is also offered in Muskoka.

LeadersOnFire™: For leaders who are committed to stepping it up a notch, this program reconnects leaders with the fire that ignites, strengthens and inspires them. Ultimately LeadersOnFire™ will take this energy forward to inspire their teams.
Length: 1 day and 2 day intensive. Recommended with monthly group coaching calls as a follow up to integrate the learning. *This program is also offered offsite in Muskoka.*

Team Diagnostics Assessment:

This is a comprehensive development tool for teams that identifies gaps in Productivity strengths and Positivity strengths, facilitating concrete action in order to create *sustainable high performing teams.* The assessment can be offered as a standalone assessment with a half-day debrief for the team or as part of a larger team building initiative as a 1 or 2 day workshop (recommended).

Team Systems Coaching:

Team systems coaching focuses on uncovering and strengthening the interconnections within the team, strengthening the overall system of the team, rather than only the individuals within it. Team Systems coaching is delivered as in person half-day sessions over a 2-3 month period where all team members are involved in the process.

Ongoing team systems coaching sessions focus on:

- Clarifying and aligning roles within the team
- Increasing cohesiveness and positive collaboration within teams;
- Breaking down silos that may exist within teams
- Addressing and supporting individual needs for leadership development, and
- Creating a supportive culture within the team and the organization.

Team systems coaching is ideal for:

- Teams newly forming
- Teams in transition
- Teams with new leadership, OR
- Teams who want to accelerate their performance

Elements of team systems coaching can also be brought into customized team building workshops.

We have provided sessions for:

- St. Joseph's Health Centre Foundation, Toronto
- Agencies of the United Nations – UNV/UNDP Barbados and the OECS, UNV Haiti
- UNV Headquarters, Bonn, Germany
- YCI Headquarters Teams, Costa Rica and Guyana
- Everest College (formerly CDI College), Newmarket
- Intelligarde
- American Society for Training and Development

We would welcome speaking with you to find out more about your organizational team needs in order to provide you with a more detailed proposal.
Please contact Jennifer Britton at 416.491.9680 or by email at jennifer@potentialsrealized.com.