



BUILDING BETTER TEAMS

TEAM ELEVATE

WHAT?

Team Elevate is an 8-week modular training and development programme for formed teams featuring a blend of online, in-person, and self-directed work based on our **5-Element Team Effectiveness Framework** (copyright pending).

WHY DO THIS?

Poor teamwork costs you lost opportunities and missed targets. Disaffected colleagues check-out for somewhere better and leave you with unwanted recruitment costs.

Team Elevate provides a framework and set of tools to mitigate these risks, build on what's already strong, and develop the collective effectiveness your business deserves.

WHO IS THIS FOR?

Team Elevate is ideal for newly formed teams seeking to establish themselves as a highly effective part of the business. Ideal too for established teams that need to re-set under a new team leader.

WHAT IS INVOLVED?

Team Elevate includes personal reflection of lived experience, and delivery of content, discussion and action-learning in sub-groups and in plenary.

At its core, **Team Elevate** includes 5 x half-day modules of in-person work delivered at a cadence that suits your business. You may want to run these together as a 2.5 day programme (as per the example below), or spread the half-day modules over a number of weeks.



Resources include a team effectiveness questionnaire, a **Team Effectiveness Workbook** of relevant frameworks and tools, a peer support group, and the support of two highly experienced leader-facilitator-coaches.



THE
FRESH AIR
LEADERSHIP
COMPANY®

THE INSTITUTE OF
LEADERSHIP
APPROVED



HOW DOES IT WORK?

The following example assumes the 5 x half-day in-person modules are run together as a 2.5 day programme in Week 4.

 <p>Pre-Programme.</p>	<p>We will engage with the team leader to scope any specific requirements from the programme. We will ask what the “big question” is that the process will help the team to answer.</p>
<p>Week 1 Online scene-setting call.</p>	<p>We'll introduce ourselves to the team, go through the programme, explain the homework, and build anticipation!</p>
<p>Weeks 1 – 2 Questionnaire, preparatory work, workbook.</p>	<p>After the scene-setting call we'll issue a team effectiveness questionnaire. This will introduce everyone to the 5-Element Team Effectiveness Framework and create an initial snapshot of the team from colleagues' confidential responses. We'll also provide everyone with the Team Effectiveness Workbook and ask colleagues to familiarise themselves with this ahead of the workshop sessions.</p>
<p>Week 4 2.5 day in-person workshop.</p>	<p>We'll explore the 5-Element Team Effectiveness Framework and your team self-assessment in sub-groups and plenary. Each half-day module will converge on a set of priority workplace actions. We will also agree support and holding-to-account arrangements.</p>
<p>Weeks 4 – 8 Workplace actions.</p>	<p>We'll remain on call to offer advice as you implement the priority workplace actions you committed to at the end of each in-person module.</p>
<p>Week 8 Online review. Holding-to-account and next steps.</p>	<p>We'll explore progress, agree the next set of workplace actions, and discuss any further support required.</p>
 <p>Week 16 Evaluation.</p>	<p>We'll check in for a 3 month evaluation and impact review. We'll also explore any further support you might need.</p>

WHEN & WHERE?

The in-person element of **Team Elevate** can be delivered onsite or offsite at a time and cadence of your choosing.

HOW DO I FIND OUT MORE AND ENROL?

Contact Dave Stewart at dave@freshairleadership.com or call/message him on 07776 153 428.

www.freshairleadership.com

