

Sample Team Building Session Outline:

Team Kick-off – Aligning and Being Inspired by your Vision and Strategic Imperatives

Delivery Format

Live online (for groups of fewer than 50 participants) or live in-person.

Who Should Attend

Specific team and cross-functional stakeholders or two or more specific teams you are seeking to align and break down “invisible barriers” to elevate collaboration.

Duration

Typically ½ day minimum though for best results, 1 to 2 days is preferred.

Outcomes

- Contextualised to your specific needs and in the example of an alignment session, the following
 - Get team excited about the organisation's direction, vision and strategic goals for the year
 - Elevate bonds, relationship and teaming effectiveness
 - Empower team with emotional competencies to deal with adversity and rise to the challenge
 - Inspire individuals through a motivational talk

Benefits of Attending

Participants from this workshop will benefit from the following:

- Improved rapport with colleagues
- Inspired the desired outcomes and shared goals of the group
- Greater clarity of direction and personal contribution to the success of the group
- Empowered with skills to work even more effectively with their colleagues and how to view conflict in a positive manner
- Greater sense of optimism appreciating the strengths that they offer and that of their colleagues
- Strengthened awareness of team dynamics, the role of conflict and the value of trust

What it Covers

Sample Outline for 1-day Session on the theme of Alignment:

1. Introductions and setting the stage

- Welcome and Logistics – (MC)

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- Opening Speech and setting the stage – thank participants for their time, why we are here, appreciation of previous year’s successes, following year’s imperatives, express belief in the team to achieve, what Senior Leader would like for team to get out of workshop (Senior Leader)
- Introductions to Facilitation team (Facilitator)
- Plan for the day (Facilitator)
- Group Discussion – “what would make it a great day?” – flipchart
- Energiser – Blindfolded Animals activity – themes: team building, energy, focussed on goals, listening skills, proactivity
- Video “What makes for a high performance team?”

2. Aligning on a vision

- Presentation: 5 dysfunctions of a team
- Presentation: 4-step Success formula
- Presentation: Creating a vision
- Group breakout discussion: What would the team like to achieve/deliver for each of its stakeholder groups and for the team that would make the next year a great year?
- Exercise: Reindeer activity – themes: Teamwork, communication, synergy, trust

3. Finding and harnessing personal passion

- Presentation: Creating energy and drive through discovering a higher purpose
- Exercise: How would achieving those goals benefit the group and its staff?
- Group breakout: “What barriers stand in the way of us achieving success?”
- Activity: Magic Carpet (themes: thinking outside the box, team work, communication, energy, commitment)

4. Developing an effective team

- Presentation: Taking massive action and emotional mastery
- Exercise: What do we need to stop, continue and start doing to turn the goal to reality?
- Activity: Board Break
- Debrief
- *Where We Go From Here - Team Commitments*
- Workshop Wrap-Up - Questions and Final Words by Senior Leader

Delivery Strategy

The sessions will typically incorporate a series of team building activities, group discussions that facilitate experiential learning, deepen trust and that requires participants to step out of their comfort zone. It will also feature the use of relevant videos, inspirational presentations and demonstrations of key principles and skills by our experienced facilitators.