



*A Complete Team Training Program
For Today's High-Performance Teams*



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TEAMPOWER® Details



What is it? Let's start with what's important about this program.

1. It is a **complete training program** to either initiate new teams or to revitalize existing teams and move them to new levels of performance.
2. It is a **tested program**, having undergone 20 years of usage and refinement with tens of thousands of participants.
3. It is **entirely experiential**, heavily involving participants in interesting and totally relevant exercises and assessments.
4. It is a **structured program**, guaranteed to produce better team performance.
5. It is a **flexible training program** that can support various organization goals such as high-performance team development, problem team intervention, customer service, organization restructuring, and more.
6. It is a **data supported program** with assessments derived from historical national norms.
7. It is a **total solution** for team development that can be used with senior executives or frontline workers.
8. It is a program that **can be licensed** and purchased for use by both internal and external trainers and consultants.

Program Details

- **Target audience** - Anyone who operates in a group environment such as team members, team leaders, supervisors, managers, and senior executives.
- **Training session size** - The ideal is 15-25 participants, although successful sessions can be run with as few as 6 participants or as many as 100.
- **Session length** - The session is designed for a 2 1/2-day delivery; however, it can be run effectively in a 2-day format. A 3-day format allows for more in-depth processing of team issues and blockages.

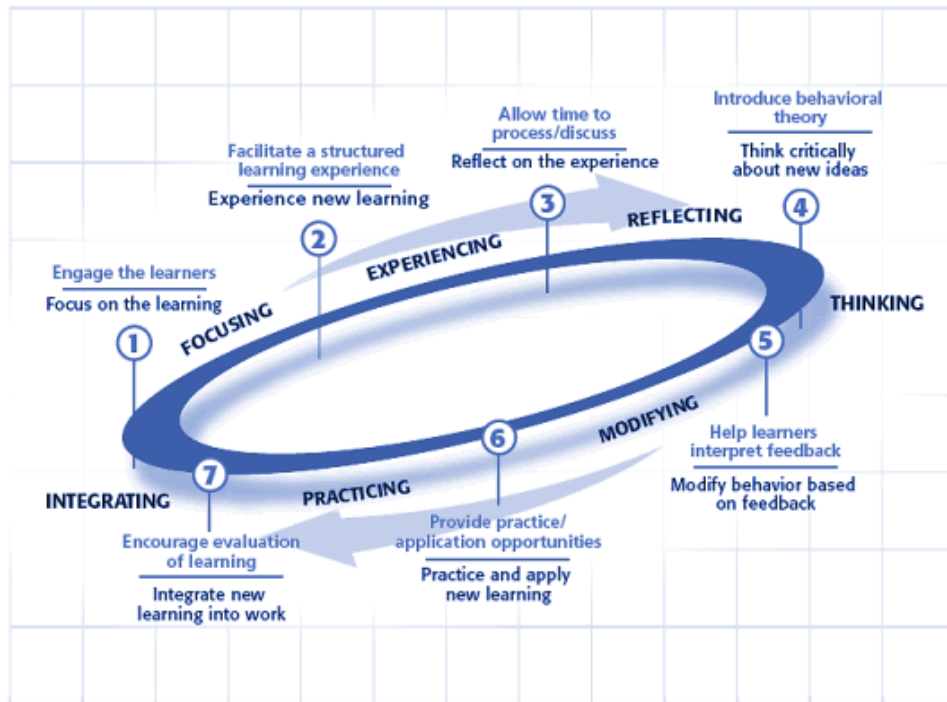
"We participated in TEAMPOWER® as a management group, and we were so excited with the positive effects that we decided to roll the program out to all members of our Customer Commitment Network."

Barbara Woolsey, Manager of Curriculum Development, Abbott Laboratories

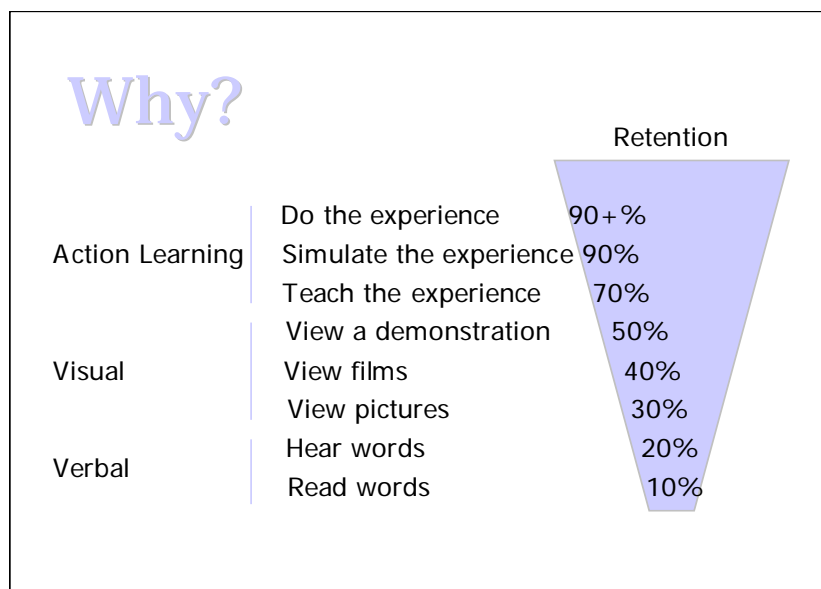


TEAMPOWER® Design

The HRDQ Experiential Learning Model



Why This Approach?



TEAMPOWER® Process

Before the Training

Team Leader Preparation – At the outset, and before any real planning for the team has commenced, conduct a discussion with the team’s leader to gain support for the program and clarify the leader’s role.

Team Planning Session 1 – 45 minutes (optional) - In advance of the session, one or two planning meetings should be held with key stakeholders and participants to share an overview of the entire program and raise interest in the program.

Team Planning Session 2 – One-on-one interviews, 30 minutes each (optional) – Conduct interviews with a sample of the team’s members to gain additional insights into the team’s operation.

Pre-work - Two weeks prior to the session, each participant is sent a TEAMPOWER® PREWORK booklet that contains the *Team Effectiveness Profile*®, the *Personal Style Inventory*®, and *Conflict Strategies Inventory*® that are to be completed.

The Training

Day 1 Agenda – Knowing Your Team

Introduction - Exercise: *Signatures*

Effective Teamwork Principles

The Cooperation vs. Competition Dilemma - Exercise: *Broken Squares*

The Elements of Teamwork - Exercise: *Jungle Escape*®

Discovering Your Team Style - Instrument: *Personal Style Inventory*®

Solving Problems as a Team - Activity: *Force Field Problem-Solving Model*®

Identifying Team Member Roles

Understanding Team Roles

Strengthening Critical Task and Maintenance Roles – Exercise: *Deir el-Medina*

Evening Assignment - Participants are asked to read *Building a Winning Team* and complete the *Group Development Assessment*®

Day 2 Agenda - Building Team Effectiveness

Stages of Group Development

Understanding Group Development - Exercise: *Bidding for Nickels*

Where are we? Assessing the Group - Instrument: *Group Development Assessment*®

Managing Team Conflict – Instrument: *Team Conflict Strategies Inventory*®

Consensus Decision Making - Exercise: *Cave Without a Name*®

Team Communication - Instrument: *Team Communication Inventory*®

Day 3 Agenda – Growing Your Team

Unblocking Your Team

Charting Your Team Profile - Instrument: *Team Effectiveness Profile*®

Analyze Organizational and Team Blockages

Program Wrap-Up

(Optional afternoon work) - Additional Work on Team Issues



TEAMPOWER® Certification and Costs



Program Costs

Training (We do it for you.)

- 2-Day Agenda - \$6900
- 3-Day Agenda - \$8400
- To the above add:
 - \$210*/person for the Participant Guide and Pre-work Materials
 - Travel expenses for one TEAMPOWER® certified trainer.

Certification (We teach you to do it for yourself.)

- Group Certification - \$8900
- To the above add:
 - \$210*/person for Participant Guides and Pre-work Materials
 - \$895 for each Facilitator Kit (at least one per organization is needed)
 - Travel expenses for one TEAMPOWER® certified trainer
- One-on-One Certification - \$2000/day with a 2-day minimum (call for a consultation)
- To the above add:
 - \$895 for the Facilitator Kit
 - Travel expenses for one TEAMPOWER® Certified Trainer



*Quantity Discounts are available with purchases in excess of 99 copies.

For more information or to purchase this program, please contact:

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