

# High-Performing Teams: Building The Foundation

The velocity in today's technologically-driven marketplace creates so much uncertainty that many teams are often not equipped to solve the complex, changing problems they face. To combat this disruption, high-performing teams are driven by a common Purpose, and they continuously work together to create an environment of Clarity and Psychological Safety. This foundation can help teams better align and collaborate more effectively in agile environments.

Our new, solution-first *High-Performing Teams: Building The Foundation* workshop provides a complete framework with tools to drive awareness, action, and enhance how your teams work together. The three pillars of this workshop include:



### Purpose:

Why the team exists, how they help the organization, and how stakeholders and customers benefit



### Clarity:

Alignment between people and tasks to achieve team goals



### Psychological Safety:

An environment where team members can take interpersonal risks that improve learnings and increase collaboration

## Key Workshop Features



Help employees learn the skills and strategies to build three important elements into their team: Purpose, Clarity and Psychological Safety



Targeted personality and perception data that drive awareness and recognition of individual and team differentiators



Turnkey workshop tools ready for organizations to implement with in-tact teams



Understanding of individual and team strengths, overused strengths, motivators, and expectations



Tips for self-management that increase emotional intelligence and help improve collaboration



Comprehensive facilitator guide, covering 8 hours of learning content that can be broken into 2 hour segments



Custom workbooks for each participant featuring individual and team Birkman data integrated throughout a series of over 20 reflection questions and activities



Action plan to develop purpose, clarity, and psychological safety to create the operational stability needed for teams to solve complex problems

Let's Solve Together. Start the Conversation

[www.birkman.com](http://www.birkman.com) | +1 (713) 623-2760 | [connect@birkman.com](mailto:connect@birkman.com)

Empower People  
and Performance

*“This is a great workshop that will benefit our organization in this time of change.”*

- L&D Professional, Health Industry

## Why Your Teams Should Participate

- Create **focus and alignment** within the team
- **Discover the work that engages team members** using their underlying motivators
- Evaluate team functional responsibilities and **clarify roles** more efficiently
- Nurture the work environment best suited for each team member to **optimize their performance**
- Leverage all perspectives and improve team performance by utilizing the **diverse skills and viewpoints** on the team
- Get your team to the **next level of performance**
- Emphasize **open communication, transparency, and trust** to better work through team challenges
- **Uncover projects and initiatives** that the team won't naturally prioritize
- Develop action plans to **immediately start improving team performance**
- **Increase emotional intelligence** within your team

*“Understandable, clear, action-oriented. Loved it!”*

- L&D Professional, Oil & Gas Industry

## Participant Responses



82% rated workshop relevance as “significantly above expectations”



96% rated content “above expectations”



94% anticipate organizational change as a result of this workshop



96% rated overall workshop satisfaction “above expectations”