

# Team Development Process

There is nothing more rewarding or memorable than to be a part of a High Performing Team. Whether in sports or in business, achieving excellence is a satisfaction enjoyed by everyone.

**How do teams get to that place of high performance?**  
The answer is through a process of eliminating the barriers that stand in the way of success and learning and practicing the key elements necessary for a dynamic and successful team.

The Patnaude Group Inc.'s **Team Development Process** is dependent on the needs of the team, the varied leadership styles of the members and the important challenges they are facing. Utilizing many proven technologies, The Patnaude Group Inc. assembles the best components for tailoring the experience for your team and then relies on vast facilitator experience to bring about the optimal outcome.

Using Patrick Lencioni's book, [The Five Dysfunctions of a Team](#) as a starting point, The Patnaude Group Inc. points the participants toward achieving all aspects of a High Performing Team: Trust, Managing Conflict, Commitment, Accountability and Focusing on Results. Through interactive learning, powerful exercises and real life problem solving, intact teams can revolutionize the way they interact and perform.

Here are some of the foundational components that can be utilized:

- [The Five Dysfunctions of a Team](#) - Lencioni - (required pre-work)
- Understanding and utilizing Emotional Intelligence
- Myers-Briggs Type Inventory
- The Multi-factor Leadership Inventory
- Conflict Resolution - How to disagree to disagree and win
- Stress Management
- Problem Solving with the Z Method
- The Ultimate Trust Exercise
- Learning to give and receive appreciation
- Advanced Communication Skills
- Life Story Exercise
- Coaching others according to Type

## Outcomes:

All Participants will:

- Gain insight into their own strengths and leadership style
- Learn the necessary components of a High Performing Team and use them
- Develop awareness of ever encroaching dysfunctions that will derail your performance
- Learn and practice Coaching Methods for maintaining accountability
- Recognize and affirm the gifts of team members
- Celebrate your high performance through reward and recognition

The most effective team building events are held off-site with overnight accommodations. Minimum of time is one day. Two and Three day events have proven to have the most powerful and lasting impact.

Participants: 15 maximum

All team instruments are additional

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*The Patnaude Group Inc.* is an international training company that helps business professionals of all levels realize their potential while developing strong leadership skills. The executive leadership and management programs created by *The Patnaude Group Inc.* have played a critical role in creating long-lasting relationships with Fortune 500 companies, including Cisco Systems, Hewlett-Packard and Blue Cross Blue Shield. Corporate programs are developed to meet specific company needs and support the overall culture of an organization. Whether an international technology firm or a small, non-profit organization, our training programs are designed to maximize the capabilities of every participant.

Thank you for your interest in our Team Development Process Seminar. For more information about *The Patnaude Group Inc.*, please call 540.270.6825 or visit [www.patnaude.com](http://www.patnaude.com). We look forward to serving your training needs.