

# Team Development



*“A most rewarding experience is being 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 lies in the process of first eliminating the barriers that stand in the way of success and, secondly, learning and practicing the key elements necessary for a dynamic and successful team.

Jeff Patnaude’s **Team Development Process** is dependent on the particular needs of the team, the varied leadership styles of the members, and the important challenges they are facing. By assembling data from the team in the **pre-work** and then utilizing proven technologies, Jeff assembles specific components he tailors to each team for their optimal outcome.

Here are some foundational components he draws from:

## **Pre-work**

- The Judgment Index - Making Value Based Decisions - includes a one-to-one consultation with each member prior to the workshop to review their individual results. A team report is then generated to show strengths and needed developmental opportunities of the group.
- Belonging, Transparency and Authenticity - the First Building Blocks
- Five High Performance Functions of a Team:  
Trust, Conflict, Commitment, Accountability, Focus
- Understanding and Utilizing Emotional Intelligence
- Three-Brain Problem Solving
- Myers-Briggs Type Inventory
- The Multi-Factor Leadership Inventory
- Conflict Resolution - How to “Disagree to Disagree” and Win
- Stress Management - Work/Life Flow
- The Ultimate Trust Exercise
- Learning to Give and Receive Appreciation
- Advanced Communication Skills - Listening and Speaking
- Life Story Exercise
- Peer Coaching according to Type

## **Outcomes:**

All Participants will:

- Gain insight into their own strengths and leadership styles
- Practice a superior problem-solving method
- Learn how to use the necessary components to create a High Performing Team
- Develop awareness of ever-encroaching dysfunctions that will derail your performance
- Learn and practice coaching methods for maintaining accountability
- Recognize and affirm the gift of team members for renewal and retention
- Celebrate your high performance with reward and recognition

The most effective team building events are held off-site with overnight accommodations.

A minimum of time is One Day.

Two and Three Day events have the most powerful and lasting impact.

12 Participants (maximum)

Team Instruments are additional

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