

The Leadership Team Acceleration Program™

Is your team bogged down in conflict and frustrated while trying to break down the siloes that exist among department leaders? Stop spinning your wheels and facing communication breakdowns everywhere you turn.

Instead we invite you and your team to transform into a highly effective leadership team focused on creating a culture of highly-engaged employees and achieving solid business results. The Leadership Team Acceleration Program is a process for transforming your current team from barely adequate to a high performance leadership team.

Teamwork starts at the top. You may be an executive team, a mid-level leadership team or a staff management team. Regardless of your level in the organization, your leadership team needs to be modeling effective teamwork for the entire organization. Leadership teams have more power and influence than they realize. The ripple effect from a team's actions touches the lives of customers, taxpayers, suppliers and competitors.

If you're like many leadership teams today, you're probably overwhelmed with day-to-day responsibilities. You're likely faced with the following challenges the Leadership Team Acceleration Program is designed to address.

The three most pervasive problems facing leadership teams today:

1. You're buried in tactical, day-to-day management issues with no time to focus on strategic goals.

Let's face it, you might want to be called a strategic leadership team but most of what you spend time on is anything but strategic. Sure, you start most days intending to be strategic but you are quickly pulled into meetings and decisions that should be handled by the next lower tier in the organization. You know that you need to balance the time you spend on management and leadership issues but by the time the management issues are handled, there's no time left for being strategic or showing leadership.

2. You have an overwhelming workload and are putting in incredible hours with no relief in sight.

Okay, we know most managers and leaders are busy and in the "good old days," you could power through heavy workloads knowing that a calmer period was in sight. These days, your calendar is double-

booked, you're in endless meetings which result in even more action items, and you're wondering if you will ever catch up.

3. You have unclear, multiple and changing priorities.

It might be Corporate, your internal customers or your external customers who are responsible for the ever-changing priorities – it doesn't really matter who's responsible. The end result is a feeling of constantly chasing after a target that is always moving. You may even feel like you get whiplash on a daily basis from having to constantly change direction.

What you're really looking for instead:

You want your leadership team to be strategic, collaborative, and focused on the organization's goals, while creating a highly engaged team culture.

In other words, you want to:

- **Focus yourself and your team on the strategic issues** facing your organization. You want to make the time to work on the strategic issues which need your leadership.
- **Develop collaborative relationships** focused on achieving strategic team goals. Improve the working relationships between members of the leadership team.
- **Have fewer but more focused and targeted team meetings.** You know how important it is to communicate with other leadership team members but you also don't have time to spend countless hours in meetings.
- **Make good decisions,** which requires clear objectives, consideration of multiple perspectives, creative ideas, and systematic processing of important information.
- **Get results** through focused action, follow through, and mutual accountability.

These outcomes are realistic and attainable when you have a structured, proven approach that provides expert support to your team.

The solution? The Leadership Team Acceleration Program. This structured and proven program gives your team the tools to accelerate its

transformation into a leadership team respected throughout the organization. The program will specifically help your team improve its communication, define its vision, define the highest priorities, and hold team members accountable for delivery and follow-through.

The Leadership Team Acceleration Program cuts through the fluff and games contained in many team building programs and instead focuses on the critical success factors of exemplary leadership teams.

What makes this program different?

We would be naïve if we thought this was the only leadership team development program in existence. However, there are several unique features of the Leadership Team Acceleration Program which sets it apart from the others:

- You will be working closely with an expert team coach with over 32 years of experience working with teams at all levels in the organization.
- Your team coach has conducted training programs with thousands of frontline managers on 20+ management topics, including managing performance, coaching, and managing change.
- You will get practical, real-world tools and techniques for immediate application.
- You will have a team program completely personalized to your team and organization (no generic or one-size-fits-all team building).

The results your team can expect to see after they complete the program:

- Accelerated leadership team formation and development
- Clear vision, mission and strategic goals for the organization & team
- Understanding of each team member's personality style and how it impacts the team
- Understanding and agreement on each team member's role(s) and responsibilities

- Constructive communication instead of destructive conflict
- Better individual and team decisions
- Increased trust
- More effective and efficient meetings
- Clear understanding of both team leader and members' needs & expectations
- Development of a team communication strategy
- Ongoing individual and team action plan

In addition, leadership team members will learn valuable skills that they can also apply to other aspects of their professional role.

What you receive in the program:

The Leadership Team Acceleration Program is a comprehensive program offered exclusively for leadership teams of 8 – 12 participants.

Prior to the program we conduct a team and organizational assessment. This is a 360 degree assessment using qualitative and quantitative questions with professional interpretation. The team leader will get an executive report prior to the initial offsite and the team will get the report during the initial offsite. The report includes the team's strengths, challenges, and customized recommendations for the team's development. We use this report to work with the client to identify clear goals, which will allow us to measure the program's success.

The program begins with a 2-day team offsite. The first part of the offsite focuses on providing feedback from the team and organizational assessment conducted prior to the offsite, understanding the personality profile of each team member, emphasizing the importance of effective leadership teams, and clarifying expectations of each other. The second part of this initial offsite focuses on developing team goals, clarifying roles and responsibilities, dealing with conflict, establishing collaboration, and building trust. Evening activities are unstructured and designed to build camaraderie on a personal level between team members.

Structured support and follow-up creates accountability and ensures follow-through by team members.

- Follow-up team meetings are conducted at 3 months, 6 months, and 9 months after the initial 2-day team offsite. The first follow-up offsite is 2 days and the others are 1 day in duration.
- Each team member will receive three 1-on-1 coaching sessions during the program, typically one session between each offsite.
- Individual reflection field work assignments help leaders create their own philosophy around leadership and align their words, values, and behaviors with action.

Bonuses:

- Complimentary one-hour Executive Overview Session for your Senior Executive Team.
- Personal one-on-one coaching via email to answer any questions you have or help you deal with team challenges between sessions (this is in addition to the 1-on-1 coaching sessions).
- Complimentary targeted leadership skills workshop (half day) on a topic chosen by the team.
- Online tool for surveying the the team, assessing its progress, or prioritizing topics for upcoming offsites.
- A customized Team Development Plan for the team to use after completion of the program.

Is the Leadership Team Acceleration Program a good fit for you?

The Leadership Team Acceleration Program has been run with mid-sized to large companies from a variety of industries including technology, manufacturing, products, and federal government agencies.

It is highly effective for management or leadership teams at all levels in the organization; in many cases, those leaders choose to implement the program at the next level in the organization, typically the functional or cross-functional teams they lead.

The Leadership Team Acceleration Program can be tailored to address specific organizational challenges, such as:

- Project teams that have been formed to complete a major start-up project
- Teams that have just experienced a major change or transition
- Executive teams that have been formed due to a merger or acquisition
- Management teams that are looking to significantly improve product quality, delivery times, and service

The program is not for every team. I would be remiss if I didn't advise you that taking your current tactical management group and transforming it into a strategic, high-performance leadership team takes commitment and hard work. You and your team must be willing to devote the time, energy and attention needed for the transformation process.

If you've made it this far, consider taking the next step. I invite you to connect with me to schedule a complimentary Leadership Team Acceleration Strategy Session. This is a no-obligation session in which we'll explore the challenges you and your team are facing and the results you'd like to achieve. We will also determine if the Strategic Leadership Team Acceleration Program is a right fit for you. After the conversation, you will have a clearer picture of what your team needs to do to become a capable, credible and respected leadership team.

The complimentary conversation will take about one hour and can be done in person or by phone. [Click here](#) to book a complimentary Leadership Team Acceleration Strategy Session. I'd love to speak with you.

Warm regards,

Cheryl Binda
cheryl@bindaconsultants.com
www.bindaconsultants.com
208-336-2443