



MPG | Top 5 Team Solutions

Outcomes, Options and Outlines

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Dear Client,

I am pleased to offer you 5 comprehensive **no nonsense** team development solutions for your organizations' team development endeavors. This package outlines the **outcomes, options and outlines** for the purpose of:

1. Fostering productive outcomes and positive relations in your teams, or
2. Easing your leaders' integration into managing a new team.

It is important to get the right result for your team investment dollars and so it is naturally important to know the outcome you really want to achieve. In this program, I offer you:

1. **Five** different team possible **outcomes** to make it easier to choose the right **option** for you.
2. Team development **outlines** that relate to the option you chose.

MPG Four-Phase implementation Methodology

Although each of the 5 programs has different outcomes and impacts, all follow our MPG Four-Phase Implementation Methodology noted below:

Phase 1	Phase 2	Phase 3	Phase 4
Prior to workshop	During the ½ day workshop	During the ½ day workshop	After the workshop
<i>Administer Assessment and Perform Individual Debrief as Required</i>	<i>Team Debrief/Learning Workshop</i>	<i>Team Action Planning Session</i>	<i>On Going Implementation Coaching & Support</i>

Right Outcome - Right Team - Right Result™

Team Development Options	Team Development Outcome	Impact ★★★★★	Stage of Team Development	Duration
MBTI <i>Basic</i>	To discover how team members' personality impact team cohesiveness and overall team style .	★★	Forming, Storming	½ Day
Generational Team Development <i>Basic /Int.</i>	To discover how each team members' generational preferences/strengths impact team cohesiveness and performance .	★★★	Forming – Performing	½ Day – Full Day
Strengths Finder or Leadership Based Strengths <i>Intermediate</i>	To discover how each team members' top 5 strengths contribute to overall team capacity and performance .	★★★	Forming - Performing	½ Day
Team Interview <i>Advanced</i>	To discover what each team members really think about the effectiveness and efficiency of their team.	★★★★	Norming, Performing	½ Day
Team Diagnostic <i>Elite</i>	To discover the teams 7 positivity strengths and 7 productivity strengths and uncover specific areas for improvement.	★★★★★	Storming – Performing	½ - Full Day

Choose the program right for your needs!

MBTI Assessment and Workshop

Phase 1 Assessment and Debrief

Getting Started:

- Individuals complete an **online assessment** and then receive a **60-minute coaching discussion** about each person's MBTI personality profile as well as **developing a personal action plan**.
- An **18-page individual report** is automatically generated from completing the online assessment. A team report is manually generated from the individual results

Phases 2 & 3 Workshop & Action Planning

Overview:

- Build an **understanding** of MBTI preferences and explore MBTI preferences of the team
- Examine **impact of team preferences** on communication, conflict, change, decision making
- Identify **opportunities** to apply team learning
- Develop a **team action plan** to improve team cohesiveness

Phase 4: Implementation Coaching & Follow-Up (Maximum 6 months)

The **intent** of this phase is to help all team members **remain accountable** to the action plans agreed upon. The coaching and mentoring support will address issues and roadblocks to success as well as acknowledge steps forward. It is in this phase where the real work begins and the initial investment is realized.

To determine how this phase will be implemented, at the end of the action planning session (phase 3), the team will need to answer this question, "**How do we, as a team, want to hold ourselves accountable to the actions we have decided to take?**"

It is the answer to this question that will dictate how the implementation coaching will be performed. Several options will be presented to the team for its consideration.

“Ideal for teams wanting to understand the individual personalities on the team.”



“Ideal for teams wanting to promote understanding and diversity through appreciating the strengths and qualities of generations.”

Generational Team Assessment and Workshop

Phase 1 Assessment and Debrief

Getting Started:

- Individual team members are **verbally interviewed** with a series of questions regarding the team’s generational traits. Areas covered include communication, values, work style and more.
- A **report is manually generated** based on the feedback the team gives about itself.

Phases 2 & 3 Workshop & Action Planning

Overview:

- **Explore generational preferences** through education, Q&A and generational groupings
- **Identify strengths** that the team has to be successful in any situation.
- **Work together** to solve a current work issue identified by the team
- **Develop a team action plan** to leverage generational strengths

Phase 4: Implementation Coaching & Follow-Up (Maximum 6 months)

The **intent** of this phase is to help all team members **remain accountable** to the action plans agreed upon. The coaching and mentoring support will address issues and roadblocks to success as well as acknowledge steps forward. It is in this phase where the real work begins and the initial investment is realized.

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Strengths Finder 2.0 or Leadership Based Strengths Assessment and Workshop

Phase 1 Assessment and Debrief

Getting Started:

- Individuals complete an **online assessment** and then receive a **60-minute coaching discussion** about each person's strengths as well as **developing a personal action plan**.
- A **17-page individual report** is automatically generated from completing the online assessment. *A team report is manually generated from the individual results.*

Phases 2 & 3 Workshop & Action Planning

Overview:

- Deepen **insight and applicability** regarding their colleague's top five strengths and why they need to develop their strengths
- **Investigate the implications** of how the team's combined strengths can impact their team capacity
- **Develop a team action plan** to leverage individual strengths to enhance team performance

Phase 4: Implementation Coaching & Follow-Up (Maximum 6 months)

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To determine how this phase will be implemented, at the end of the action planning session (phase 3), the team will need to answer this question, "**How do we, as a team, want to hold ourselves accountable to the actions we have decided to take?**"

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“Ideal for teams wanting to increase engagement through recognizing and promoting their natural strengths.”



“Ideal for teams wanting to target problem areas in their team’s functioning.” Assessment in 100% customizable.

Team Interview Assessment and Workshop

Phase 1 Assessment and Debrief

Getting Started:

- Individual team members are **verbally interviewed** with a series of questions regarding the teams efficiency and effectiveness. Areas covered include communication, dynamics, commitments, results, influence, and reputation.
- A **report is manually generated** based on the feedback the team gives about itself and is used at the workshop.

Phases 2 & 3 Workshop & Action Planning

Overview:

- Discuss the “team view” to the questions asked in the interview.
- Identify three areas for immediate improvement or celebration.
- Develop a plan to increase the effectiveness and efficiency of the team

Phase 4: Implementation Coaching & Follow-Up (Maximum 6 months)

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To determine how this phase will be implemented, at the end of the action planning session (phase 3), the team will need to answer this question, “**How do we, as a team, want to hold ourselves accountable to the actions we have decided to take?**”

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“Ideal for teams wanting thoroughly examine their team functioning from 14 different angles.”

Team Diagnostic Assessment and Workshop

Phase 1 Assessment and Debrief

Getting Started:

- Participants will **take on an on-line** assessment that evaluates their team’s 14 strengths in the areas of productivity (the capacity to perform the functions required) and positivity (the processes and relationship competencies necessary to relate and work together as a team).
- A **report is automatically generated** based on the feedback the team gives about itself and is discussed at the workshop

Phases 2 & 3 Workshop & Action Planning

Overview:

- Build an **understanding of the team’s overall productivity and positivity strengths** in the following areas: goals and strategies, alignment, accountability, resources, decision making, proactive, team leadership, optimism, trust, respect, communication, constructive interaction, camaraderie, values diversity
- **Develop action plans** for improvement in specific areas identified from the assessment

Phase 4: Implementation Coaching & Follow-Up (Maximum 6 months)

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