



...replacing separation & dysfunction with integration & cooperation

Designed and delivered by Bill Cropper



## 5 Work-as-1-Team Practices to break-down barriers & build a culture of cooperation

### » Why can't we all row in the same direction?

"We just don't seem to work in very well together as a team! Everyone does their own thing. We're not on the same page about what's important. We don't share information or help each other out." Sound familiar?

'Working as one-team' has become an article of faith in most workplaces but it takes more than faith to get it happening. We know what chaos and cost it causes when team efforts are out of sync, they're in conflict with each other or they can't find a way to row in the same direction together.

- The 'divide-it-up' silo-mentality that still commonly influences the way work is organised creates boundaries and barriers between service units, functions and teams that result in performance difficulties, dysfunction and poor team culture.
- We lose sight of the big picture purpose (if we ever had one). We stop sharing information (if we ever started), cross-boundary cooperation shrivels (if it ever existed) and collective accountability (if there ever was) turns into a blame-game. As they become more isolated, teams grow more self-focused about their plans, priorities, decisions, actions and results.

Working as one-team is about bridging barriers, unblocking attitudes like isolationism, job-protectionism, competition, blame and self-focus and strengthening cross-boundary cooperation and collaboration.

### » How the Work-as-1-Team clinic can help

This 1-day Work-as-1-Team clinic introduces leaders to 5 Work-as-1-Team Practices that can help their teams:

- ☑ Identify and break-down dysfunctional boundaries between workgroups
- ☑ Increase cross-boundary co-operation and strengthen inter-team synergies
- ☑ Replace rigid boundaries and fixed divisions with more flexible structures
- ☑ Assess their one-team potential and attitudes, beliefs and behaviour needed
- ☑ Learn how to share vision, decisions, workloads, accountability for results
- ☑ Develop operating principles and behaviour to support working-as-one-team

### » Topics we'll touch on during the day include...

- ☐ What Working as One-Team means and why it matters
- ☐ 5 Work-as-1-Team Practices: difference between success and failure
- ☐ One-Team hold-backs: silos, self-interest, isolationism, job protectionism
- ☐ Sharing the Vision: what we stand for and how we all make a difference
- ☐ Sharing Work: work collectively, cultivate cohesion and cut competition
- ☐ Tackling Tough Talks: being frank and fronting up to one-team barriers
- ☐ Sharing What's Going On: getting engagement, sharing information, distributing decisions
- ☐ Sharing Responsibility: combining achievements, collective accountability
- ☐ Your One-Team potential – beliefs, behaviours, boundaries, blockages
- ☐ Identify areas for cross-boundary cooperation and broadening workroles
- ☐ Developing your 1-Team Operating Principles and Team Action Plan

### » Who's this clinic for & what can you expect?

This clinic is for supervisors, team leaders, managers and directors who want to cut unconstructive competition and cultivate cohesive, collaborative cultures.

There's lots of take-aways to apply back at work to help work more as one-team. Identify areas where you can improve your cohesion by taking the 1-Team Test. Develop a Work-as-1-Team Action Plan to overcome built-in blocks and barriers and start strengthening your CBCP (Cross-Boundary Co-operation Potential)

### Dates, Locations Online

#### How does your Team seem?

- ☐ Do people shrug disowningly and say it's not their issue?
- ☐ Do you notice an accumulation of mistakes that stem from a lack of coordination or consideration?
- ☐ Are there too many turf wars or blame games being played?
- ☐ Are there frequent hold-ups or communication break-downs in particular areas or groups?
- ☐ Is there a lack of concerted action or collective accountability?

Learning to Work-as-One-Team can shift mindsets, enrich relationships and bring improved team results.

#### Reading about Teams...

For an introduction to some of our thinking around working in teams, download free articles and factfiles @ [www.thechangeforum.com](http://www.thechangeforum.com) ...

**Article:** Working-as-One-Team: why can't we all row in the same direction?

**Article:** Friction, Factions and Fault-Lines: Our Top 12 Team Trip-Ups...

**FactFile-4:** Teambuilding – the Art of Working Better Together

**FactFile-11:** Designing Teams that work for superior performance

All course participants receive a Work-as-1-Team Guidebook filled with tools, tips and suggested activities to put into action back-at-work.

#### What people Say...

"To me, this was not a workshop but an event – to change the way this team interacts with each other. We needed to face the real issues without beating around the bush – and this we did. Thank you..." Kerry S. Disability Services Qld

"The Working Better Together clinic was excellent and flowed well - very relevant to leaders who want to engage better with their team. I found the tools in the guidebook very relevant. I've put some of the content into action already and it worked really well. I loved Bill's stories and quirky humour too – it made him real Thankyou." Janet K. Qld Health

### Pricing & Registration

## ▶▶ What about Cost – and how do I Register?

Course Fee (GST inc) covers lunch and refreshments and a comprehensive self-coaching Toolkit designed to assist your ongoing learning back at work. Fee discounts offered for subscribers to our mailing list, schools and not-for-profit community organisations subject to payment in advance of attendance. (Subscribe at time of registration accepted.) Fees are not refundable but are transferable up to 14 days prior to an event. Substitute always welcome. Small groups (average 6-8) maximum 16 places per event. **Timing:** 8.30am Arrival – 4.30pm (approx.) Close. **Registration:** On-line at [www.thechangeforum.com/Registration.htm](http://www.thechangeforum.com/Registration.htm) or use **Form back page** for return by Email. **Contacts below.**

## ▶▶ All Change Forum clinics feature...

- ✓ Bring along your own real-life leadership situation/s to work on
- ✓ Adult-learning methodology that's varied, interactive and 'real-life' relevant.
- ✓ A tool-kit based approach with practical tools and extensive practise
- ✓ A self-coaching framework to sustain ongoing learning
- ✓ A comprehensive 100+ page self-coaching guide
- ✓ Program pre-reading and activities to help people prepare
- ✓ Participants develop a personalised self-coaching action-plan
- ✓ Back at work Project encouraged to consolidate learning and try out tools
- ✓ Learning partners or common interest groups encouraged
- ✓ Optional extension: small-group or individual coaching sessions

## ▶▶ Teambuilding – the Art of Working Better Together...

*Working Better Together* is the generic label we use for our team-building approach. Many of us work together for years and never take the time to reflect on how we come across or talk to each other. All teams need to take time-out now and again to work on their team-talk, renew relationships, find ways to discuss difficult issues that get in the way and clarify how they can work better and more constructively together. We regularly design and run tailored team-building interventions for workteams that want to build a more positive team culture, harness commitment to a shared vision and create opportunities for growth and challenge. Download our [Working Better Together Prospectus](#) for lots of useful pointers to help plan your next team-building session at [www.thechangeforum.com](http://www.thechangeforum.com). Or contact us by email or phone or on-line enquiry form to request an outline of our approach or find out how a *Working Better Together* clinic can help you and your team.

## ▶▶ Our Change Services – Helping you with Change

Need a helping hand to handle change? Organisations often want help designing their own change processes but choices and options around change and working out where to start can sometimes overwhelm and confuse. We've been helping organisations and leaders with change projects large and small for many years and we've a fair idea how daunting it can sometimes seem. So we've put together a [Profile of our Change Services](#) which provides a snapshot of the sorts of things organisations typically ask us around workplace change and some of the critical change management areas you are likely to want to address. Download on-line or contact us direct to discuss ways we could help.

## ▶▶ Thinking about – personalised Coaching?

As an adjunct to our leadership programs, we provide personalised coaching services for individuals and small groups at all levels. A typical coaching program consists of 5 x 2-3-hour coaching sessions every 4 weeks or so, with a blend of face-to-face and telephone coaching and email support. Download our [Coaching Prospectus](#) for some simple, straightforward answers to what "all this coaching stuff is about" to help you make up your mind whether our coaching approach might suit you.

## ▶▶ Facilitation & Presentation Services...

In addition to delivering programs in-house, we are available to assist with forum facilitation, key-note [presentations](#) and fast-track learning sessions at conferences, planning forums, team meetings and similar events. Bill delivers informative, interactive, thought-provoking sessions on topical themes designed to address or complement particular issues, concerns, challenges and context. Bill's style is relaxed, down-to-earth, amusing, affirming and engaging. He connects with people and puts them at ease, at the same time as raising their curiosity and gently confronting current thinking. More information [on-line](#) or contact Bill direct to talk over ways he can help.

## Registration Fees 2016...

	2-day event	1-day event
General*:	\$825 pp	\$495 pp
Schools/NFP*:	\$693 pp	\$451 pp
FULL Fee:	\$880 pp	\$550 pp

**Note:** \*Subscribe for Discount or pay Full Fee. All Fees GST inc. Other discounts may be offered from time to time by email – most recent published rate applies. EFT or credit card payments preferred. Minimum attendance numbers required at The Change Forum's discretion.

[Register Online or Over](#)



## About your Presenter:

**Bill Cropper** is Director of *The Change Forum*. He has a wealth of practical leadership learning, coaching and change experience. His work centres on helping leaders to build the conversational, emotional, relational and team-working capabilities they need to create vibrant, supportive work cultures and high-performing teams. With a twenty year background in work process redesign, Bill is keenly interested in the benefits of conversational coaching, emotional intelligence and mindful leadership to create connective and compassionate workplaces, promote productive, open interchanges and facilitate personal growth and change mastery. For the past 12 years, he's run hundreds of coaching clinics and forums that have benefited numerous managers, team leaders and other professionals from wide-ranging backgrounds. Bill's a preferred learning consultant and leadership coach for public sector agencies. He has a down-to-earth, relaxed and outgoing style and works comfortably with people from all levels, occupations and backgrounds.

*"I appreciated your laid-back/informal approach to delivery. I left feeling motivated and eager to put what I'd learnt into practice"*

Di Grech Bentley Park College

*"Your friendly, laid back manner put us at ease right from the start."* Robyn Yared, Greater Brisbane Gifted Education Network

*"I really enjoy your facilitation style Bill - a well balanced mix of theory, practical and humour in a relaxed, fun atmosphere that makes learning easier".*

M. Polkinghorne, Disability Services Qld

## Other Services... Contact Us

We offer a wide range of change consultancy, learning, coaching, team development and facilitation services and invite you to contact us (any time) to discuss your needs or issues, how we can help and arrange a quote. For individual program brochures or more information on how we might be able to assist you or your team, contact Bill Cropper at The Change Forum on:

**MOB:** 0429-687513

**TEL:** 07-4068 7591

**EMAIL:** [consult@thechangeforum.com](mailto:consult@thechangeforum.com)

**WEB:** [www.thechangeforum.com](http://www.thechangeforum.com)

Register ON-LINE at <http://www.thechangeforum.com/Registration.htm>

**Subscriber DISCOUNTS 1-Day Clinics#:**

Full Fee \$550 per person

**General+**

**NFP & Schools**

\$495 single

\$451 single

\$946 2 places

\$880 2 places

All Fees GST inc. \*Subscribe to receive Discount or pay Full Fee – can do with Registration. NFP = non-Govt Community-based organisations. Fees due on registration, payable within 14 days of Invoice and at least 14 days prior to attendance;

Fee transferable up to 14 days prior but not refundable; Substitute welcome up to commencement; See website for [full terms& conditions](#)

EFT & Credit Card payment preferred; Card processing fee applies; Purchase Orders not accepted as payment; Minimum numbers required;

Fee covers course attendance, guidebook, lunch and refreshments only – travel, accommodation and sundries not included.

▶ **YES! Please Register me for [ ] place/s to attend**

**Event Title:**  **Work-as-1-Team**

(Please mark clearly)

**AT Location:** \_\_\_\_\_ **ON:** \_\_\_\_\_ **Month:** \_\_\_\_\_

**Comprehensive self-coaching Toolkit for the course attending included at no extra charge**

Lunch and refreshments included; Venue details provided on confirmation of booking

**Please come along in time to settle-in for a prompt 8.30am session start; Finish approx 4.30pm**

(Please reconfirm the event and ensure you have received introductory workshop information from us prior to attending)

▶ **Here are my/our Details... (Please complete all fields wherever possible)**

	Participant 1	Participant 2	Participant 3
<b>Preferred Name:</b>			
<b>Last Name:</b>			
<b>Position Title:</b>			
<b>Unit/Div/Dept:</b>			
<b>Email:</b>			
<b>Tel BH:</b>			
<b>Mob:</b>			
<b>Catering or other Needs:</b>			
<b>Organisation:</b>			
<b>Postal Address:</b>			
<b>City:</b>		<b>State:</b>	
		<b>PCode:</b>	

▶ **Please Send Invoice to:** **Email:** \_\_\_\_\_

<b>Contact Name:</b>		<b>Tel:</b>	
<b>Position:</b>		<b>Fax:</b>	
<b>Unit/Div:</b>		<b>Mob:</b>	

▶ **For Payment by Credit Card (+ Fee 1.25%):** **Email:** \_\_\_\_\_

<b>Name on Card:</b>		<b>CSV:</b>	
<b>Card Number:</b>		<b>Expiry:</b>	
<b>Signature:</b>		<b>Tel:</b>	

▶ **EFT Payment (on Invoice) to:** TEAM Technologies Forum Pty Ltd Trading as The Change Forum ACN 074816470  
ABN 52074816470 National Australia Bank BSB: 084-472 Acc: 67227-7221

~ SAVE or PRINT & Complete this form then EMAIL back to secure your booking ~

▶ **More Information?** TEL: 07-4068 7591 Mob: 0429-687 591 or **Bill Cropper: 0429-687513**

EMAIL: [register@thechangeforum.com](mailto:register@thechangeforum.com)