

Working Better Together Clinics

Choose from 10 tailored, in-house team-building clinics to help tackle your unique team challenges..

What's this about?

Working Better Together is the general banner for our team-building services. Team-building can take a multitude of different paths – it doesn't come in 'one-size-fits-all' – so we tailor *Working Better Together* clinics in-house to help you tackle your unique team challenges.

Still, choosing the right team-building focus can be confusing and many organisations like to have an idea of the possibilities up-front first. So to make it easier, we've developed a menu of self-contained team-building sessions to choose from to construct a program that's right for you.

Working Better Together clinics help you...

- Shape shared vision – where most teams need to start!
- Form and design teams – get the architecture right.
- Increase team cohesion – find ways to stay together
- Improve team-talk – teams that talk together stick together
- Enhance relationships – collaborative behaviour is a must
- Clarify roles – the expectations we have of each other
- Improve what your team does – for better team performance

Our Working Better Together clinics cover...

- **Clinic 1:** Team-working and team-building
- **Clinic 2:** Shaping team visions and values
- **Clinic 3:** Conversations – talking in teams
- **Clinic 4:** Thinking and deciding in teams
- **Clinic 5:** Emotionally Intelligent Teams
- **Clinic 6:** Dealing with team difficulties
- **Clinic 7:** Designing your team
- **Clinic 8:** Respect-building in teams
- **Clinic 9:** Entrusting teams to lead
- **Clinic 10:** Creating cohesive teams

Is this right for you?

Whatever kind of organisation or type of team you belong to, all teams can benefit from taking time out now and again to renew relationships, talk through difficult issues and clarify how to work better and more constructively together. In the last 5 years we've run more than 50 in-house team-building clinics of various shapes and sizes for many kinds of organisations with great results.



"I found this team-building day useful, both professionally and personally, and would recommend it to others. The structure and content of our session suited our needs. I believe each of us are now making a more conscious effort to get along and work effectively together and that day helped to clear the air as we could all see how we'd contributed to our team's issues." Mel – Dept of Agriculture, Forests and Fisheries

For a full profile of our *Working Better Together* approach, including our take on team-building, team-building services and tips on planning your next team-building session, download a copy of our [Working Better Together Prospectus](#)

[Read MORE On-Line](#)

Working Better Together clinics feature...

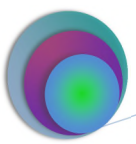
- Optional pre-clinic team surveys & diagnostics to help tailor clinics to your team's needs
- Take-away toolkits so your team can continue to work on team improvements back at work
- Frameworks to develop new team operating principles and charters to reflect your changes
- Focus on developing agreed team action plans

[ENQUIRE On-line](#)

Course Details...

Duration: Flexible duration & delivery depending on individual team needs – generally no less than 1-day

Locations & Dates: In-house tailored to your needs. Some clinics run periodically as [public programs](#).



<p>Clinic 1: Teamworking and Teambuilding</p>	<p>Clinic 2: Shaping Team Visions and Values</p>
<ul style="list-style-type: none"> ■ The 5 Foundations for effective teams ■ True or token teams - what's the difference? ■ Team failure and success factors ■ Diagnostics: Team issues and perspectives ■ Expectations of me, others, and this team ■ Team groundrules and operating principles ■ Action planning: ways to work better together 	<ul style="list-style-type: none"> ■ Developing team visions, goals and targets ■ Identify key themes for visions and values ■ A 4-step process for shaping shared visions ■ Values exploration: what do we stand for? ■ Mapping visions, values and behaviours ■ Brainstorm: team goals, actions and strategies ■ Identifying priority actions and directions
<p>Clinic 3: Conversations - Talking in Teams</p>	<p>Clinic 4: Thinking & Deciding in Teams</p>
<ul style="list-style-type: none"> ■ Debate to Dialogue: different kinds of talk s ■ Diagnostic: what happens in our discussions? ■ Levels of listening and tips for listening 'up' ■ Traps of conversational assumption-making ■ What conversational roles do you play? ■ Balancing your say with hearing their say ■ The 5-P Model for more Skillful Discussion 	<ul style="list-style-type: none"> ■ Sharing ideas and information in teams ■ Ladder of inference and problem analysis ■ Patterns: How do we make decisions now? ■ Sharing Decisions – what kind and how much? ■ Decision-making – coercion versus commitment ■ Decision tracking – consult, consensus or concordance ■ Action planning for better decision-making
<p>Clinic 5: Emotionally Intelligent Teams</p>	<p>Clinic 6: Dealing with Difficult Team Moments</p>
<ul style="list-style-type: none"> ■ Emotional Intelligence – the team connection ■ Impact of toxic emotions on team climate ■ Emotional hijacks and the EI triangle ■ Finding and expressing your feelings well ■ Empathy – creating connective relationships ■ Diagnostic: common elements of EI teams ■ EI Quiz – how emotionally intelligent are we? 	<ul style="list-style-type: none"> ■ Dynamics behind difficult team moments ■ Starting difficult discussions well ■ Dissecting differences and comparing stories ■ Replacing blame with contribution ■ Facing feelings - core of difficult discussions ■ Asserting yourself positively, cleanly and clearly ■ Completing/following through difficult discussions
<p>Clinic 7: Designing your Team</p>	<p>Clinic 8: Respect-building in Teams</p>
<ul style="list-style-type: none"> ■ Different types of Team Designs ■ 7 Team Design Dimensions ■ Steps in Teamwork-Based Design ■ Work Analysis and Process Mapping ■ Team Design Specifications - Options & Action ■ Developing new workroles & Operating Principles ■ Team Blueprints & Implementation Action Plans 	<ul style="list-style-type: none"> ■ Dissecting respect – signals of disrespect ■ 7 practices or respect – what's our team like? ■ Watching your language – minding your stories ■ Respect and the lost art of listening ■ Dealing with difficult people – respectfully ■ Emotional hijacks and disrespect ■ Identifying respect-building actions – some tips
<p>Clinic 9: Entrusting Teams to Lead</p>	<p>Clinic 10: Creating Cohesive Teams</p>
<ul style="list-style-type: none"> ■ Leadership and co-ordination choices in teams ■ Distributed leadership - spectre of power-sharing ■ Entrusting teams and trusting leaders ■ Shared leadership and co-ordination strategies ■ Self-Managing behaviours for leaders and teams ■ Disempowering systems and structures audit ■ Team accountability and self-responsibility 	<ul style="list-style-type: none"> ■ Cohesion – sticking together and pulling together ■ Identity – how much does this team matter to me? ■ Diagnostic: the group cohesiveness index ■ Cohesion: collective working and collaboration ■ Coming unstuck – obstacles to cohesiveness ■ Self-interest versus communal commitment ■ Action plans to increase team identity/cohesion

Read MORE On-Line

