INNERVATE
PEOPLE | LEADERSHIP | PERFORMANCE

MAXIMISING TEAM PERFORMANCE
ONE-DAY SEMINAR

UNIT 1:   NIMBLE TEAMS

A key feature of high-performing teams is their ability and willingness to make fast adaptive change by shifting critical-mass beliefs. It is essential to raise awareness of the complex and interactive nature of group culture, while increasing individuals' acceptance of their own contribution, particularly in terms of the beliefs they hold. Nimble organisations create powerful solutions to complex problems, enhance productivity significantly and create substantial improvements in health, safety and wellbeing indicators across all areas.

nimble cultures | habitual behaviours | beliefs | adaptive change | complexity

UNIT 2:   FOUNDATIONS OF SUCCESS

Efficacy and esteem are the key underlying foundations for success in both individuals and teams because they underpin feelings of power, control and value. High self-efficacy supports goal setting, resilience, strong internal leadership, creativity and resistance to stress. Esteem levels underpin risk taking, leadership impact, individual growth and, crucially, the quality of inter-dependant team relationships.

value & power | risk | relationships | growth | leadership | accountability

UNIT 3:   MIND PERFORMANCE

Given the immense complexity of the brain, we need a framework that provides a workable insight into the '*thinking-to-behaviour*' process, both for individuals and teams. A key factor is to understand the impact that constructed truth, or 'memory', has on individual and team behaviour as well as the perception process. Memory also plays a critical role in the development of habitual patterns and comfort zones, both of which are crucial aspects in the creation of nimble cultures.

memory | habitual patterns & comfort zones | creativity | awareness

UNIT 4:   TEAM-TALK

Individual and team self-talk constructs and maintains self-image which, in turn, regulates performance. The most significant influence on team culture is the quality and style of the talk that goes on within the free-flowing and day-to-day life of the team. Understanding these relationships, as well as the impact of habitual patterns in self-talk, is crucial to goal achievement and addressing underperformance in ourselves and others.

self-talk & self-image | culture | explanatory style | performance & underperformance

UNIT 5:   PERFORMANCE TOOLS

Performance tools are deliberate actions taken to improve individual or team performance. When applied correctly, and supported by appropriate leadership, these tools support the shift to nimbleness and high performance across any team. Planned and determined application of such tools enables complex problems to be solved and powerful solutions created, sometimes with only small shifts in mindset and critical-mass culture.

motivation | power | team-talk | sinkers & blockers | vision & buy-in | leadership

ASSIMILATION: Our seminar fee includes indefinite access to the online assimilation area of our website, plus a 10% discount on solution focussed coaching.