

Team Leader Coaching (Coaching the Leader) & Team Effectiveness Workshop (Coaching the Team)

TOWARDS A HIGH PERFORMING TEAM

The key elements to lead and engage a **HIGH PERFORMING TEAM** depends upon both outside-the-team factors as well as within-the-team conditions, skills and processes. The combination of these factors must be present for a team to be "high performing".

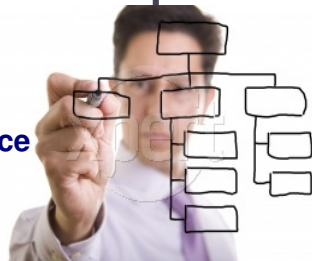
Optimal offers a variety of **research based and experience-tested and internationally recognised tools and products** to help develop an individual's full potential, therefore increasing their productivity, and in turn profits within the work place; transforming them from 'average' to 'super' employees.

1. Hogan Assessment Systems

2. BarOn EQ-i® - Emotional Intelligence Assessment

3. FYI for TEAMS™

4. Lominger Team Architect™



Lominger Team Architect

Lominger's **TEAM ARCHITECT™**: The T7 Team Effectiveness Model is designed for newly formed teams, good teams who want to become high-performing teams, teams in trouble, teams with a new leader, project teams and cross-functional teams. The TEAM ARCHITECT® Tool Set consists of integrated products which have been researched for team effectiveness.

❖ TEAM ARCHITECT® Sort Cards

❖ FYI for Teams™

Ultimately, team leaders will be guided to develop their own team's development and action plan. The research on team effectiveness is clear. For teams to be highly performing, consideration should also be accorded to outside-the-team factors which have equal weight in determining team effectiveness.

Lominger's T7 Team Effectiveness model allows a team to be assessed against these and other key factors derived from the last 15 years of high-performing team research.

Hogan Assessments

Hogan provides an opportunity for individuals to develop awareness to their strengths, potential derailers and core values so as to bring about greater occupational success.

Bar-On EQ-i®

By using the BarOn EQ-i® to measure an individual's emotional intelligence, one can map out areas of social and emotional functioning that can be leveraged or developed upon.



Through the coaching session team leaders will first gain an enhanced self-awareness, hence more effectively managing self, managing team and team effectiveness.

Through the team effectiveness workshop, team members will first gain an enhanced self-awareness, hence more effectively managing self, managing team relationship and team effectiveness using Lominger's 7 factors to Highly Effective Team.



Individualised reports which provide more meaningful, detailed and useful information that really helps individuals understand their strengths and limitations.



Both Hogan and BarOn EQ-i® assessments will provide insights into strengths, developmental needs of an individual and how likely they are to act under various circumstances. Lominger's Team Architect™ helps teams to excel by looking at five inside the team factors and two outside the team factors. FYI for Teams™ examines the 20 effectiveness dimensions which stems from the T7 Team Effectiveness Model.



FURTHER INFORMATION

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