



## **Work Team and Business Building**

### **Top considerations:**

- The leadership team/system is the first and most important factor of organizational success.
- Teams go through natural and predictable stages. Movement through them can occur faster and better with conscious effort, some key activities, and outside help.
- Being purposeful, intentional, and conscious about stuff – as individuals and collectively as a team – is really important/makes a difference as to how well we do.
- Goal setting works.
- Sometimes its just fun to get together and do stuff that is different from work, and that also benefits it!

### **How we help:**

Work closely, quickly (leveraging things good, working and already in place) to:

- Get to know the organization, the team and its individuals – where they are and where they want to be
- Identify the vital few and timely things that will close these gaps, affirming what is good and working already
- Work with the team and its individuals, according to an agreed upon plan and budget, to:
  - get results
  - build the team
  - build skills for capacity and sustainability
  - have fun

### **Key tools we use:**

- Information gathering tools (based on business and psychological science) – surveys, interviews, observation, testing
- Facilitated work sessions/team building – with prework, co-delivery, real-world focus – done incrementally within the agreed upon timeframe
- Methods to track progress and results
- Individual consultations/coaching
- Confidential website as project bulletin board, if desired

### **Some of those whom we have helped with team and business building:**

- Norwest/Wells Fargo - company wide, and Corporate Trust specifically (1995 to present)
- University of Minnesota: about 20 work teams over the last 20 years in several disciplines
- Park Nicollet (2000 – 2001)
- Society of Consulting Psychology (APA Division 13) Board and membership (1999 to present)
- City of Minneapolis – city-wide work in most departments (2000 to present)
- City of St. Paul (2006 to present)
- TPG Capital Management (2007 to present)
- RBC Dain Rauscher (2005 – 2006)
- 3M Industrial & Transportation Business Services (2005 to present)
- Meier Kennedy and Quinn Law Firm (2005 to present)
- US Army Corps of Engineers – 6 districts and Divisions (2000 to present)