



## Focus on 2012: Build and Align Your Team

January 2012

Dear Michelle,

Welcome to 2012! Start the New Year right with clear direction and focus. Ensure your team is aligned and engaged, focused on a common goal, and working together effectively. Let me help you set objectives, align your team, and achieve your desired results with a Team Building and Alignment workshop to galvanize your team's efforts in 2012.

### Building a High Performing Team

High-performing teams that operate from a base of trust, with shared goals, clear accountabilities, and established norms, deliver exceptional results. But effective team behaviors are often the exception rather than the rule. Like most things in life, to have an effective team, you need to work at it.

Team effectiveness starts with team members understanding themselves and each other. Team members need first to trust one another and this simple basic contract is broken in many work teams. In addition, teams need to be willing to commit to decisions, engage in constructive conflict, be held accountable for performance, and focus on the shared goal.



To ensure your team is working together to accomplish your strategic objectives in 2012, start the year with a Team Building & Alignment Workshop. Customized to meet your specific needs, goals and objectives, this workshop can be 1-2 days and include topics like:

- Defining Key Business Objectives for 2012
- Cascading Goals for Team Members
- Understanding Each Other: Team Dynamics Assessment & Action Planning
- Creating a Contract for Team Effectiveness
- Building in Progress Check Points Along the Way

Ensure your focus in 2012 with a Team Building & Alignment Workshop for you and your team. Call or email today so we can discuss how to get your New Year started right!

Best regards,

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