

Are you frustrated by Strategic Planning that results in great strategies that never get implemented?

Are you tired of Team Building that leaves everyone feeling great but doesn't translate to measurable results?

It is impossible execute on strategic initiatives unless you have a cohesive, high-performing team. The problem is too often strategy development ignores team dynamics while team building lacks a focus on the business results the team needs to achieve to be successful.

### **Our Strategic Team Development Retreats combine**

- A focus on identifying and executing strategic initiatives, and
- The development of the skills and behaviors required of high performing teams to achieve results.

### **If this sounds like your team**

- Team members have so many priorities and are being pulled in so many directions there is no time to think.
- The team is made up of smart, capable people yet they just can't seem to execute on ideas and initiatives.
- Issues are revisited again and again, and once a decision is made there is lack of buy-in.

### **Imagine what it would be like if your team**

- Could deal with issues proactively by planning, collaborating and problem solving.
- Was aligned around a vision, strategy and action plan for achieving goals
- Was motivated, accountable and committed to decisions, and took coordinated, consistent action toward implementation.

Our Strategic Team Development Retreats are designed to help you and your team do just that. We develop a retreat or offsite experience that combines strategy development and team building to ensure your team executes on strategic initiatives – and is customized to the specific needs of your team

### **Here is what participants have to say:**

- *"What was accomplished in one day far exceeded my expectations of what was possible."*
- *"Our relationships have matured significantly since we began working with you."*
- *"We are now able to get issues on the table in a non-judgmental way and have honest discussions without making anyone wrong."*

## How it works

### **Pre-Session**

- We conduct interviews and gather information to assess the current situation.
- Team members complete a Five Behaviors of a Cohesive Team™ assessment based on the work of Patrick Lencioni to determine perceptions of team functioning.
- We finalize the customized agenda for a one to two-day retreat.

### **Session**

- Team members develop a deeper understanding of their behavioral styles as well as the behavioral styles of their teammates to improve communication and relationships.
- The team identifies the single most important priority they must accomplish within the next 6 to 12 months to be successful along with action steps.
- Team members identify and commit to behaviors they must change individually and collectively to achieve their number one priority.

### **Post Session**

- Reinforcement materials are provided periodically to ensure continued progress
- Two check-point calls are held with the team leader
- Team members complete a Progress Report and participate in a debrief approximately six months following the initial session to assess progress and identify opportunities.

## **Strategic Team Development Retreats and Offsites are ideal for C-suite leaders and their teams as well as leadership teams at all levels who want to**

- Execute more effectively on strategic initiatives
- Make better decisions, faster
- Stop wasting time on politics, confusion and destructive conflict
- Put an end to revisiting topics over and over again without action

## **Are you ready to**

- Do something that really makes a difference?
- Get issues out on the table to talk through openly and honestly?
- Solve real-live problems you and your team are facing?

**Schedule a 15-minute conversation to explore how we can design a Strategic Team Development Retreat or Offsite to support you and your team** in developing real solutions to real-time, real-world problems.

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**You can visit our website at [www.Action-Strategies.com](http://www.Action-Strategies.com).**