

# The Team Development Process™

## Pre-work – online assessment Team Analysis Questionnaire™

Measure level of clarity and agreement on purpose, vision, values and goals  
Measure trust level in the team

## Module 1 Communication & Trust (3 days – 2+1)

### Key Concepts

Awareness of differences in team  
Increase trust level  
Agree on purpose, vision, values and goals

### 4 Follow-up meetings

Assess increased trust level and improved communication  
Check progress on action plans  
Monitor team results

Team Analysis Questionnaire

Follow-up re-assessment

## Module 2 Innovation & Change (2 days)

### Key Concepts

Identify team members'  
Innovation Styles  
Measure team coping skills  
Use Z-Process to improve team  
Innovation and Change Management

### 4 Follow-up meetings

Improve communication  
Improve problem solving  
Improve flexibility  
Improve team spirit

Team Analysis Questionnaire

Follow-up re-assessment

## Module 3 Shared Leadership (2 days)

### Key Concepts

Leadership is an Act, not a Role  
Each team member is responsible for contributing Acts of Leadership  
Becoming a High Performing Team

### 4 Follow-up meetings

Focus on team values  
Focus on team vision  
Focus on team results  
Focus on team spirit

Team Analysis Questionnaire

Follow-up re-assessment