

**Don't have a Team Retreat – Have a Team Advance!**

# WINNING TEAM ADVANCES

Most people can describe the attributes of a winning team but there is a difference between knowing what to do and actually doing it.

***Don't confuse being nice with a winning team mindset!***

***“David and his team are masters at facilitating team development programs”***

***“You never know what to expect – they are fun – educational – and provide tools for personal and team growth”***

- Steve Buhov A-Gas

## **A TEAM ADVANCE IS FOR YOU IF YOU ARE LOOKING TO:**

- Engage and socialise a team
- Build familiarity and engagement amongst team members
- Explore the Principles, mindsets and Behaviours of a Winning Team
- Align to your Organisational values

## **THE TWO ADVANCE OPTIONS:**

1. **IGNITE** for all Staff
2. **ACCELERATOR** for Executives, Senior Managers, & Front-Line Leaders

Both Programs are Experiential by nature – allowing participants to learn, practice and apply the principles all winning teams have in a safe, fun, and unique way.

## **EACH ADVANCE FOLLOWS A 3 STEP STRUCTURE:**

<b>STEP 1:</b> Pre Advance	<ul style="list-style-type: none"><li>• Co Design Advance, Agree Outcomes &amp; Deliverables</li><li>• Develop &amp; Circulate Participant Pre Kit</li></ul>
<b>STEP 2:</b> Advance	<ul style="list-style-type: none"><li>• One or Two Days at a Suitable Venue</li><li>• Professionally Facilitated</li></ul>
<b>STEP 3:</b> 100 Day Follow Up	<ul style="list-style-type: none"><li>• Personal &amp; Team 100 Day Actions (Focused x 3)</li><li>• 100 Day Follow Up On or Offsite</li></ul>

*“Our Team Advance went way beyond my expectations. I came a little sceptical but the whole experience was exactly what both I and the Team needed. A powerful way to connect as a team and inject a new energised team spirit into us all. Many Thanks”*

– Mike McCarthy RAC Insurance

# ADVANCE OPTION 1: IGNITE

(Applicable for all Staff)

As the name suggests, this program is designed to IGNITE the qualities a winning team has into the participants. Participants will explore:

- ✓ The Five Attributes All Winning Teams Have
- ✓ Growth Mindsets
- ✓ The Forming - Storming - Norming - Performing of Team Dynamics
- ✓ Agility and Adaptability
- ✓ Navigating Uncertainty
- ✓ Problem Solving and Continuous Improvement Thinking
- ✓ Effective Communication & Feedback Loops
- ✓ Resilience, Persistence, Endeavour, and Grit
- ✓ Importance of Optimism, Collaboration and Enthusiasm
- ✓ Accountability and Responsibility
- ✓ Familiarity and Alignment
- ✓ Team Disciplines, Cohesion and Chemistry (Culture)

***“David and his team create an environment that allows people to be relaxed and comfortable - and as a result you see strong contributions from all”***  
- Sean Coffin Diageo

# ADVANCE OPTION 2: ACCELERATE

(Suitable for Executives, Senior Managers & Front-Line Leaders)

The aim of this advance is to provide participants with the right tools, frameworks, skills, and knowledge to ACCELERATE the Right Culture to Grow the Organisation.

**The ACCELERATE Program Explores the Following Themes:**

- ✓ Defining the types of Team Culture
- ✓ How Culture Reveals Itself
- ✓ Understanding and Auditing Motivators V Hygiene Factors
- ✓ Aligning Culture to Brand / Strategy / Business Foundations
- ✓ The Test of Authenticity
- ✓ What is expected from All Team Members (“Don’t Pass Go” Mindsets & Behaviours)
- ✓ How to Lead Team Culture (Behaviours – Symbolism – Cadence)
- ✓ Alignment – Agility – Adaptability
- ✓ Linking Culture to Business Excellence Principles
- ✓ The 4 Disciplines of Execution & Results Based Accountability
- ✓ Engaging the Hearts and Minds of Staff

***Team and collaboration skills  
are skills! They need practice  
and application to optimise!  
If neglected, they diminish.  
- David Stewart***

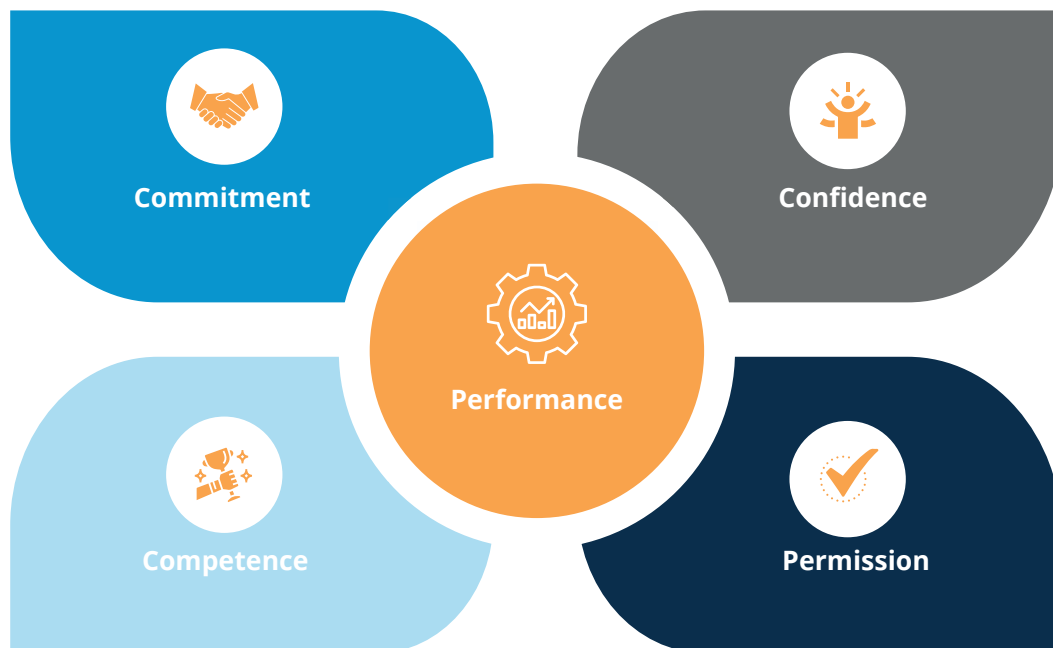
# *\*Optional Service: FACILITATOR SKILL ACQUISITION*

*(Train the trainer model)*

*Whilst the senior leaders are encouraged to participate, there is an option to train the senior leaders in the Art of Facilitation, where they will learn the team activities, how to set up brief, and debrief, and build their skills and ability to:*

- **Critically Observe** (Look to See – Listen to Hear)
- **Process & Interpret Observations** (Understand the Root Cause – Not just the Symptom)
- **Formulate & Deliver Feedback** (Effective Feedback Loops – Facilitate Engagement)

*Facilitators will have the opportunity to explore and debrief Teams around the '3Cs and 1 P' of Empowerment, and the Loose Tight Model of Responsibility*



*The Ability To Facilitate Is A Key Leadership Skill That Can Only Be Learnt Through Practice And Application – Often Spoken About – But It Is Rarely Taught*

***Team resilience, collaboration,  
problem solving, optimism,  
creativity and empathy require  
repeated practice and application.***

Team Culture is the sole domain of Leaders. It is crucial that the entire Leadership Team live, breath, and role model the desired behaviours and mindsets in a united and aligned manner. This requires a top-down approach by the Senior Leaders, that is then locally applied by Front-Line Leaders.

***You do not Change Culture!  
Leaders shape it!***

***“David always delivers high quality,  
challenging, insightful experiences for  
business teams, with long term benefits and  
tangible results. Do yourself a favour – RYP  
are the best at what they do by far, bar none!”***

***- Lisa Bremner MD Employee Solutions***