



Next-Level Team Development

Aligning leadership teams to effectively execute
and sustain organizational strategies

Farr's transformational process, creates the foundation, interpersonal dynamics, processes, and leadership that defines highly effective teams

Teams typically engage the services of Farr for two distinct reasons: To solve critical team challenges or to strategically develop themselves as part of a continuous improvement process. For those teams that are facing immediate challenges, Farr focuses on improving interpersonal dynamics, creating effective internal processes and establishing aligned goals. For high performance organizations interested in perfecting team performance, Farr delves deep into the interpersonal dynamics and external influences that affect performance to further enhance team capabilities.

What drives the quality of team outcomes is the depth that Farr explores and uncovers the road blocks holding teams back. We recognize that every team and organization is different and that it is the nuances of this deep understanding which leads to effective solutions that propel a team to the "next-level" of performance. This is why Farr customizes every initiative, to address both specific team requirements and to solve your specific business challenges.

Team Development Process

Unlike "team building events," Farr provides a true team enhancement process that addresses and solves pressing business challenges. Farr's powerful training and skill development process unfolds over a period of time through assessments, coaching and a multi-day team retreat that creates lasting results.

- 1 Prior to the team retreat, team members are interviewed and complete personality tests, designed to provide insight into team dynamics, problem solving skills, and leadership / followership preferences.
- 2 The team participates in a facilitated 2-3 day retreat conducted by a Farr Senior Consultant. During this time the group will accomplish the following:
 - Synthesize its purpose and its rationale for being a team, instead of a collection of individuals
 - Gain insight into the key components of highly effective teams
 - Receive feedback on the results of personality tests and connect these results with their teams performance
 - Experience, observe and improve consensus-building and decision-making processes
 - Develop a list of working agreements to enhance and sustain team development
 - Develop effective feedback patterns and practices that enable the flow of important information
 - Assemble a prioritized list of issues/barriers for the team to work on and resolve/remove
- 3 Farr continues to support the team process by monitoring, and facilitating the execution of their new initiatives.

Team members may also participate in one of Farr's Leadership Development programs. These program are designed specifically to help leaders understand and optimize the impact they have on other's productivity.

Team Improvement Study

A senior executive team from a 25,000 employee organization engaged Farr for the single purpose of creating more effective meetings and to improve their speed and quality of decisions.

To create sustainable results Farr worked with this team over a period of nine months and five multi-day sessions. Based on pre- and post-team assessments, Farr was able to improve the following team functions:

+94%
Participation

+64%
Leadership

+102%
Processes

+46%
Results

Expected Outcomes and Critical Success Factors

Farr's unique team development process produces meaningful and lasting improvements. Typical outcomes that teams experience from Farr's process include:

Foundation Development

- Goals and objectives are well defined
- Mission, vision and values are established
- The team is aligned and working in the same direction
- Operational responsibilities are defined

Process Development

- Knowledge becomes managed in a way that effectively solves problems
- Strategies are implemented to streamline decisioning and operations
- Roles and responsibilities are clearly assigned

Team Dynamics Improvement

- Teams function more cohesively with higher levels of trust
- Effective feedback and active listening is used
- Team agreements are kept
- Individual strengths are recognized and supported in order to optimize the team's performance
- Invaluable communication tools are developed and a common language, which will help them resolve conflicts and develop effective solutions

Leadership Development

- Team members acquire self, other, and situational awareness, which optimizes their leadership strategies for improving their team's and follower's performance

Farr Associates: A great strategic solution partner

Tackling the complex dynamics of any team requires a versatile and experienced partner. Farr delivers a unique blend of characteristics, enabling us to successfully custom tailor programs and processes, that guide the team members to effectively work together and solve challenging organizational problems.

Farr brings to the table a wealth of experience and a sincere interest in helping your team achieve its goals through:

- Awareness and respect of your existing culture, to effectively move your team toward its desired future state, while preserving those aspects most beneficial to your success
- Developing a thorough understanding of your operational objectives and ongoing business challenges
- The ability to quickly gain credibility and respect from your team members
- Proven ability to produce sustainable qualitative and quantitative results
- Experience and a track record of successfully developing high impact teams and high performing executives, who can lead both strategically and tactically
- Strategic focus, trained on flawless execution, project management, and quality customer service

