

# Leadership Team Effectiveness Program



Unite leadership team members on a journey to increase personal effectiveness, achieve team results, and shape Constructive cultures. This program includes 360° feedback and other tools to develop personal styles, leadership strategies, and performance. The Leadership Team Effectiveness Program consists of a four-phase journey designed to empower participants to learn new strategies, inspire others, model desired behaviors, and develop the next level of leaders.

## Four-Phase Leadership Journey

The four-phase journey can be rolled out to multiple teams simultaneously or to one team and cascaded throughout the organization.



**Understand "Why"**  
Discover and align



**Build a Baseline**  
Enlist and engage, measure and analyze



**Create Change**  
Debrief results, build capability and initiate planning



**Learn & Sustain**  
Finalize plans, implement, learn and adjust

## What's Included in the Leadership Team Effectiveness Program



### Purpose

Clarify the purpose of your team and individual development journeys.



### Education

Gain new insights into what makes a leadership team effective. Learn how your individual behavior and leadership strategy contribute to the greater team success and shape the culture of the organization.



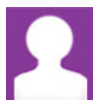
### Individual Assessment

Begin your individual journey by completing a 360° feedback assessment to quantify targets for development in terms of styles, strategies, impact, and/or effectiveness.



### Team Development Plan

See how your team affects each other and discover the impact you'd ideally like to have to maximize team effectiveness. Identify leadership strategies and interaction patterns needed to be more Constructive.



### Individual Development Plan

Participate in a 1:1 coaching session and individual development plan based on your own 360° feedback report that correlates to the team's priorities.



### Team Development Implementation & Coaching

Receive pulse checks, practice accountability, and develop new behaviors to operate as a team in a more Constructive and effective way.



### Simulation

Be challenged to identify the most appropriate approaches to coaching, goal-setting, and motivating others through an exercise designed to reinforce and highlight your team's assumptions, beliefs, and attitudes.



### Ongoing Individual Coaching

Receive ongoing coaching to support your individual development journey.



### Journey Progress & Evaluation

Re-measure to track you and your team's progress and correlate with key performance measures to show the relationship between the quality of leadership and outcomes. Determine next areas of focus for development.

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## FAQs

### What is the time investment for the leadership team?

The program can span from 6 to 12 months and includes monthly commitments from the team, 3 to 6 group meetings (approximately 2 to 4 hours), and up to 6 individual developmental sessions per leader.

### How soon will we see results?

Typically, teams realize some quick wins within three months as new, Constructive behaviors develop and become routine. More significant behavioral changes in individuals and teams can take 6 to 12 months. A full re-measure is recommended after 12 months to show the magnitude of change.

### Is there an option to use the leadership assessment without external consulting support?

Yes! If you have an internal practitioner, he/she can complete one or more Human Synergetics Accreditation Workshops and then will be able to conduct assessments; receive, interpret, and debrief feedback reports; and, more generally, support leaders in their development journeys. (However, most organizations find it beneficial to have external support when working with executive and C-suite teams.)

### What happens after the leadership development program?

You may continue to work with your external consultant and/or accredit internal team members to build momentum and sustainable change. Utilize findings from your re-measure to determine the nature and magnitude of subsequent development initiatives. Potential next steps include cascading the leadership development program across and down to other teams in the organization as well as measuring and managing organizational climate and culture.

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