



Superior Team Performance Program

Who is Executive Central?

Executive Central is a team of consultants and senior executive coaches who partner with organisations to help them build exceptional, successful businesses where people are inspired to thrive and are empowered to succeed.

Supporting

“We help you to create a road map for success and future-proof your business or organisation by enabling your most valuable assets - your people - to become their best selves”.

Understanding

“As executives for executives, we understand what it takes to successfully lead in future-orientated organisations - we’ve done it ourselves”.

Delivering

“Our unique development and consulting programs deliver early business returns, individual success, and long-term value”
Some of our clients and partners.



Context



In the modern work environment, most attention tends to be focused on each work group's primary objectives, key performance indicators, time deadlines, reporting structure etc. In short, what each work group is meant to be doing. However, in our experience, far less attention is focused on **how each work group will operate**, and indeed, how it will **move beyond a work group** – a group of people working on the same thing, and become a **truly synchronised team** – a group of people working in an interdependent, complementary, and mutually beneficial way.

*Much has been researched and written about superior team performance. Indeed, most executives at some stage of their careers will have participated in some form of team building or bonding. Yet, **truly synchronised teams remain rare.***

We believe a new approach is needed to ensure work groups are transformed and the benefits of superior team performance become a reality....

CHARACTERISTICS OF A SUPERIOR TEAM



DIVERSITY OF OPERATING STYLES



CONDUCTIVE GROUP DYNAMICS



QUALITY TEAM RELATIONSHIPS



EFFECTIVE TEAM PROCESSES



TEAM VISION AND COMMITMENT



SUPERIOR TEAM PERFORMANCE PROGRAM

Overview

This process utilises cutting-edge support and development techniques in the organisational environment. Superior Team Performance Coaching combines **group coaching, one-on-one coaching, pre-reading and work-based assignment elements** to expose management and executive teams to best practice, contemporary team concepts in a simplified, pragmatic and practical manner.

The emphasis being on helping teams to “*get the rubber hitting the road*” in terms of superior team performance as a group, and optimising the individual performance of team members in in way that **lasts well beyond the conclusion of the program**.

TARGET AUDIENCE

All – levels of Management, leadership and executive teams (most of which are run as separate cohorts).

PROGRAM FORMAT

There are 3 elements to the program format:

1

Pre- Work

A pre-work activity and reflection exercise (approx. 30 minutes)

Key activities:

Core content and pre-work activities are provided digitally and utilise a number of media (eg. video clips, articles, book summaries, internet research, etc).

Participants to reflect on what they have or are experiencing themselves or how they can apply what they've heard/seen/read in the activity to their own influencing situations.

2

Facilitated Workshop/s

Facilitated virtual or F2F workshops (90 minutes – 2 hours)

Key activities:

The workshops will combine short bursts of group facilitation with breakout activities (eg. role plays, sub-group discussions, virtual group activities/challenges)

Note: for online programs we utilise virtual breakout rooms to allow the group to regularly break off from the central meeting and report back to the main group at the conclusion of the breakout activity.

3

Follow-Up

Follow-up actions included in this program are designed to ensure embedding of learning and sustainment of outcomes.

Key activities:

Each participant will be encouraged to develop action plans that can be tried and tested before the next virtual group workshop

Participants receive a series of learning nudges in the form of questions via our Forget Me Not app.

Individual/ Pair virtual coaching sessions are provided for tailored ongoing support.

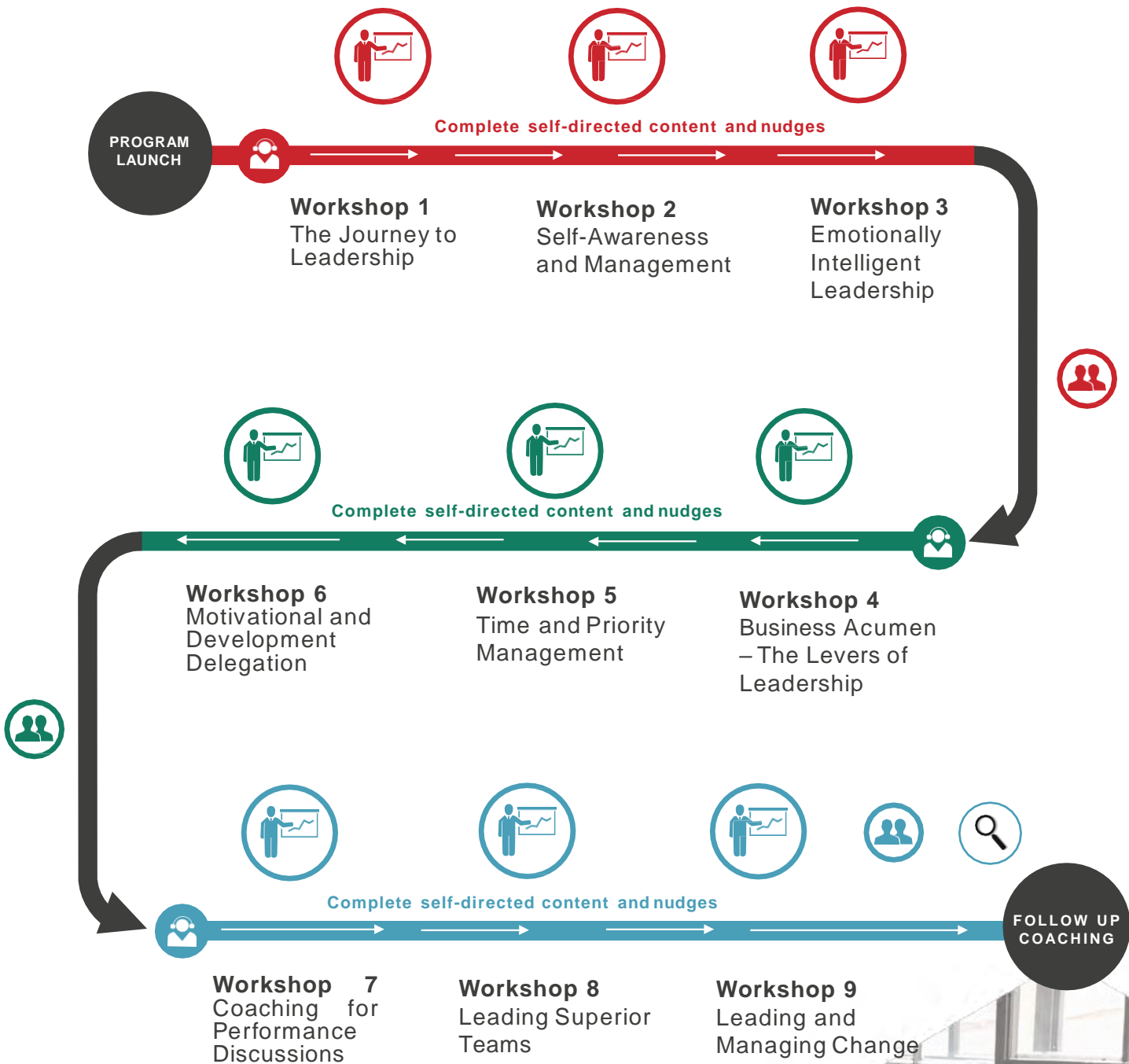
Ongoing Leadership Development

(Coaching, Events and Workshops based on Individual and Team Requirements)



SUPERIOR TEAM PERFORMANCE PROGRAM

Learning Pathway



Workshop



Pair Coaching session



self-Directed learning



Participant survey



SUPERIOR TEAM PERFORMANCE PROGRAM

Course Content Overview



Module 1 – The Journey to Leadership

- What is Leadership? What is Inspiring Leadership?
- The Transition to Leadership
- I-WE-YOU Leadership Framework
- Drivers of Superior Team Performance



Module 2 – Self Awareness and Management

- Operating Styles
- Transmission and Reception Behaviours
- Operating Optimally and Flexing



Module 3 – Emotionally Intelligent Leadership

- Diversity of Operating Styles in Teams
- Conducive Group Dynamics
- Types of Team Member Relationships
- Trust and Teams



Module 4 – Business Acumen – The Levers of Leadership

- 5 Levers of Business Management
- Impact on Sub-Levers
- Team Charter



Module 5 – Time and Priority Management

- Where do you spend your effective time?
- Converting to-do lists to priority lists
- Working smarter not harder as a leader



Module 6 – Motivational and Developmental Delegation

- What is delegation?
- Why don't we delegate more?
- Delegation options and when to use them



Module 7 – Coaching for Performance Discussions

- Evolution of the role of the leader – the 4 hats
- Transtheoretical Model of Change – Influencing Change
- Funnelling



Module 8 – Leading Superior Teams

- Goal Setting
- Individual Strengths
- Strengths-based Leadership



Module 9 – Leading and Managing Change

- A simple change process
- The Change Curve
- Creating lasting change



Superior Team Performance – Inclusions

The investment covers:

- Program Launch/Orientation Session
- 9 x 2-hour **virtual workshops** (or 3 full-day workshops)
- 1 x 2-hour **masterclass workshop**
- **Digital e-zine workbook** including all content, methods and models (including: supporting media)
- 9 x **pair coaching sessions**
- Enrolment in Executive Central's **Forget Me Not app**
- Enrolment in Executive Central's **ECOS online Emotional Intelligence application**
- Our unrivalled **Performance Guarantee**
- **12 months ad-hoc Telephone Support**
- Optional ongoing coaching and change support





We trust that the information contained herein is sufficient to meet your immediate needs.

We would appreciate an opportunity to answer any questions about the Superior Team Performance Program content, the personalised learning experience, or anything else.

Please let us know your interest or questions by replying to this email or alternatively call Todd on 0402 313795.

We hope you can join us.

Kindest Regards,



Rob Balmer
Executive Chairman



Todd Everitt
Managing Director

www.executivecentral.com.au