

High Performance Team Certificate Program

Purpose

To provide team members with the knowledge, skills and abilities required to create and sustain a High Performance Team.

This program is designed for intact teams within an organization.

Program Overview

Pre-work

1. **Complete the Insights Discovery Evaluator** (approx. 20 minutes – details to be sent out in a separate email – must be completed by one week prior to program commencement)
2. **Read the Five Dysfunctions of a team** by Patrick Lencioni (3-4 hours)

Session One – 8 hours

- Five Dysfunctions of a Team™ and the HPT Framework
- Playing to Strengths, Managing Weaknesses.
- Introduction to Insights Discovery™
- Self-Awareness – Understanding Your Strengths, Weaknesses and Communications Preferences.
- Personal Poster Creation and Presentation
- Action Planning

Session Two – 8 hours

- Communicating with Other Work-styles.
- Tools and Approaches to Support Successful Team Communications
- New Distinctions on Trust
- Understanding Team Mission, Vision and Values
- Understanding Team Strategic Issues, Goals and Action Priorities
- Creating a team 'Plan on a Page'
- Action Planning



For additional information please contact

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Session Three – 8 hours

- The Conflict Iceberg
- Clarifying Team Roles and Goals
- Clarifying Role Based 'Pinch Points and Gray Zones'
- Developing Team Norms
- Personal Poster – re-clarifying Your Strengths, Weaknesses and Communications Preferences
- Establishing One-on-One Feedback Within Teams
- Action Planning

Session Four – 8 hours

- Stages of Team Development
- New Perspectives on Conflict
- Understanding Your Conflict Style
- Team Meetings – How to Make Them Work
- Masterful Feedback II
- Action Planning

Investment per participant

NOTE: this program is designed for intact teams within any organization. The pricing outlined below is based on six participants. A per person discount is available for teams with more than six participants.

Program Tuition	\$ 4,000
Materials	\$ 280
Total Investment per person	\$ 4,280

Evaluations:

- Participants must attend each session and complete a total of 32 hours of training. Successful graduation requires sign-off from the program instructor and from the participant’s immediate supervisor indicating they have completed all assignments and put the tools into practice.

Instructor

- The program instructor is Phil Mittertreiner from Potentials Unlimited Inc.

High Performance Team Framework

