

Team Excellence Certificate Program

Purpose

To provide team members with the knowledge, skills and abilities required to support professional excellence and develop High-Performance teams within an organization.

Program Overview

Pre-work

1. **Read 'StrengthsFinder 2.0 and complete the StrengthsFinder 2.0 Assessment (1.5 hours – to be completed before the start of Session Two**

Session One – Coaching to GROW 4 hours

- Coaching to GROW Framework
- Coaching to GROW Practice
- Team Meetings – How to Make Them Work
- Action Planning

Session Two – Playing to Strengths 4 hours

- Refresher on Playing to Strengths, Managing Weaknesses.
- StrengthsFinder 2.0
- Insights Discovery Revisited
- Clarifying Your Strengths
- Career Dialogue Framework
- GROW Partner Coaching
- Action Planning

Session Three – Clarifying Expectations 6 Hours

- The Conflict Iceberg
- Fieldmarking – Clarifying Expectations
- Modern Values
- Leader Expectations
- Individual Roles and Goals
- Clarifying Role Based 'Pinch Points and Gray Zones'
- Developing Team Norms
- GROW Partner Coaching



For additional information please contact

Phil Mittertreiner

| phone 403 830-4442 | email phil@m-potentials-unlimited.com | www.potentials-unlimited.com

- Action Planning

Session Four – Masterful Feedback 4 hours

- Masterful Feedback Framework Review
- Feedback Conversations
- GROW Partner Coaching
- Action Planning

Session Five – Making Difficult Conversations Easier 6 hours

- MDCE Framework
- MDCE Application and Planning
- Action Planning

Investment per participant

NOTE: this program is designed for professionals 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	\$ 3,200
Materials	\$ 120
Total Investment per person	\$ 3,320

Evaluations:

- Participants must attend each session and complete a total of 24 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.

