

Team Mastery Certificate Program

Purpose

To provide team members with the knowledge, skills and abilities required to develop High-Performance individuals and 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 – Insights into Self-Awareness 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
- Communicating with Other Work-styles
- Tools and Approaches to Support Successful Team Communications
- Action Planning

Session Two – Getting on the Same Page 4 hours

- 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

Phil Mittertreiner

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

Session Three – Clarifying Expectations 6 Hours

- The Conflict Iceberg
- Fieldmarking – Clarifying Expectations
- Organizational Values
- Leader Expectations
- Individual Roles and Goals
- Clarifying Role Based ‘Pinch Points and Gray Zones’
- Developing Team Norms
- Action Planning

Session Four – Masterful Feedback 6 hours

- Masterful Feedback Framework Review
- One-on-One Feedback Conversations
- 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	\$ 3,000
Materials	\$ 280
Total Investment per person	\$ 3,280

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.

High Performance Team Framework

