



LEADERSHIP TEAM ENRICHMENT

The team concept has long been seen as important in organizations. Today it is considered even more important as tasks become more complex, members become more specialized, and demands become greater. But effective leadership teams do not just happen. They are built. They are nurtured.

To function well, leadership team members need to know themselves — their strengths and weaknesses. They also need to know and trust other members of the team and be supportive of the group in its progress toward mutually agreed upon goals. KRH Consulting provides services that help make this happen. Although always tailored to the needs of the team, the process typically includes the following phases:

I. TEAM COMMITMENT

Members of the leadership team meet to thoroughly discuss the process and establish a mutual commitment to goals, timelines, confidentiality, and follow-up.

II. ASSESSMENT OF LEADERSHIP CHARACTERISTICS

Each member of the leadership team participates in an assessment that highlights their unique strengths and leadership tendencies. Assessment will be based on a combination of selected measures including an in-depth leadership interview, appropriate objective tests (interests, style, values, personality, skills and abilities), and colleague feedback.

III. FEEDBACK AND DISCUSSION

Each individual will be provided written reports, candid feedback and a thorough discussion of assessment results. Through these one-on-one sessions each member of the leadership team will develop a clear understanding of his/her skills, style, leadership tendencies, and how they can contribute to the success of the team.

IV. TEAM DEVELOPMENT

With the completion of the individual style and strength feedback sessions the group will come together to pool insights and develop a clear understanding and appreciation of how the various individual profiles fit together to form the team profile.

In group sessions, team strengths as well as identified weaknesses will be explored to determine how the group currently works together and how it can improve its performance. This will be done in the context of a thorough discussion of the characteristics of effective teams and a model for trust building.

V. FOLLOW-UP

Follow-up activities will be suggested for maximizing strengths, managing around weaknesses, and building on this team development experience.