

Know Thy Team™



Diagnostic-Based Team Development

Clients often wonder how we can move a team forward so quickly. The secret is that we start with individual assessments and team diagnostics, so we know precisely where and how to intervene to fast-track the team's development and align the team members for high performance. Prior to the session, if they haven't already completed a Know Thy Self™ workshop, each participant in a Know Thy Team will complete a battery of personal assessment instruments. This foundation for the session allows us to calibrate and align the team so that it's poised for the future.

Alignment for Results

Know Thy Team™ is designed to be the catalyst for self-alignment of the team members. The more aligned your team becomes, the more synergistic the decisions and efforts of the team members will become. This synergy results in a more consistent tendency for a team to "gel." These team development sessions are tailored to your team's challenges, so that your full potential can be unleashed. The intervention points are unique to each work team and corporate culture; however, some typical goals are:

- Benchmark where you are as a team.
- Determine what can block the team's success.
- Initiate a climate conducive for team alignment.
- Establish a vision and passion for the team.
- Establish goals for the next several years.
- Establish roles and rules on how to best work together.

Team Dynamics

An individual's personality traits can impact others on the team. Know Thy Team™ helps team members answer:

- What are my dominant personality/leadership traits that contribute to the team's success?
- What are my strengths that I can build on as a team member?
- What are my underdeveloped areas and how can I develop them for the sake of my team and myself?
- How can I better align myself with other members of my team and my organization?
- What is the impact of organizational stress on me and how can I minimize any negative impact?
- How does my style impact my team?
- How can I quickly understand or "read" others on my team?

Tailored to Your Team

Our objective is to form a strong foundation from which participants can unleash a new level of team efficiency. Bartell Know Thy Team™ workshops are customized to your team and are very deliberate, yet flexible, to allow each participant to contribute and create an increased state of trust. As the trust builds, communion between the group increases and the team starts to form. Special alignment techniques are introduced, as needed, to help fast-track the process. Know Thy Team™ workshops are highly interactive and experiential, and are designed to be the catalyst for continued long-term development.

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