

# HEALTHY TEAMS

*to empower & thrive*



WORK IS A TEAM SPORT AND, ADMIT IT, SOMETIMES IT MIGHT FEEL THAT YOU HAVE THE WRONG TEAM OR YOU'RE PLAYING THE WRONG SPORT. INSTEAD OF TAKING YOUR BALL AND GOING HOME, DARE TO DO AND BE BETTER WITH OUR HEALTHY TEAMS APPROACH.



## **Team Assessment and Analysis** ...the discovery and direction

- We evaluate the health of your team dynamic through interviews, assessment instruments, and observation. Natural themes emerge as the observed behaviors are evaluated against our Healthy Teams scorecard!
- This multidimensional approach studies critical team behaviors like *trust, conflict, ambition, achievement, operational rigor, accountability, performance to objectives, communication, inclusion,* and more.
- A comprehensive Discovery report is shared with the Team's leader and the Healthy Teams Workshop is then designed to address concerns, clarify priorities, roles, and responsibilities, strengthen relationships, and build a path forward.



## **Healthy Teams Workshop** ...the transformational experience

- This 2-3 day experiential workshop puts the Discovery data at the center of a robust team experience.
- A common awareness of behavior patterns and an appreciation for the impact that behavior has on the team's dynamic and overall performance is created.
- A typical engagement explores the strengths to leverage, risks to address, and defines the desired and necessary behaviors to achieve business results.
- The agreements made, changes recommended, and actions captured are summarized into a Healthy Teams Playbook to guide future team interactions.
- The team leader and their HR partner receive 2 additional meetings to confirm the leader's role, keep positive momentum and explore additional strategies for success.

## AREAS OF FOCUS

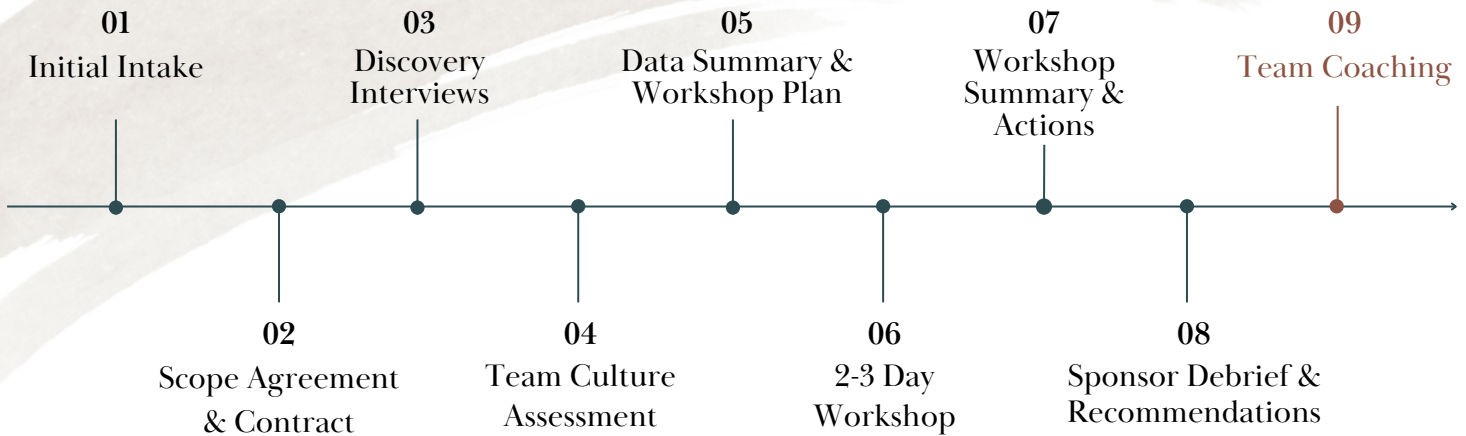
*\*The Workshop design is based on the Discovery Report results and desired outcomes. Below is a sample of potential focus areas for the Team.*

Mission, Vision, & Strategy  
Goals, Objectives, & Priorities  
Organization Structure  
Talent, Performance, & Culture  
Organizational Cadence

Success Metrics  
Roles & Responsibilities  
Communication Rhythm  
Process Gaps  
Meeting Quality & Structure

Interpersonal Relationships  
Trust & Inclusion  
Conflict Patterns  
Accountability Practices  
Feedback & Insights

## HEALTHY TEAMS ENGAGEMENT



### Team Coaching Engagement ...the accountability partner

A skilled performance coach can help your humans meet their engagement goals. Through dialogues, observation and additional development your team will practice the agreed upon behaviors and learn to work as a high performing team.

A 6-month team coaching engagement includes:

- 6 team coaching sessions
- 6 1:1 coaching sessions for the team lead
- 2 team development sessions
- 6 month assessment update

Contact us today at  
[INFO@KIMBERLYKLEIMANLEE.COM](mailto:INFO@KIMBERLYKLEIMANLEE.COM)

“Kimberly pushes people out of their comfort zone so their learning is extremely impactful & leaves a lasting impression. She also has a way of making people feel safe so they can be vulnerable & are able to bring their full selves to work – no barriers need to be put up, they can completely trust her.”

- *Industrial Industry Leader*

“Kimberly worked with us as a leadership trainer and a coach. Her ability to understand the business need and develop training that is inspiring to leaders at all levels is exceptional. Kimberly has created a dynamic learning environment that has met both organizational and individual needs. As a coach she exhibits empathy, fosters trust and uses her knowledge and experience to truly aid personal growth.”

- *Kieran Collins, Senior Director, Global Support Center, Park Place Technologies*

“Kimberly has a strategic business mindset that enables her to quickly understand a problem, explore root causes and come up with solutions. Her solutions are highly innovative for those who want to take their business to a whole new level. She is an executive talent coach who enables clients to reach their potential and beyond.”

- *Consultant*