



Peak Performance Group, Inc.

## **BUILDING EXECUTIVE TEAM SUCCESS:** *The Key to a Winning Global Enterprise*

*A results-oriented program that integrates executive team development into real-life business management & leadership.*

*Executive leadership teams are most often made up of successful, intelligent, and strong-willed individuals who have healthy respects for their own opinions. Their focus and singular sense of purpose is a leader's strength but also their inhibitor when success depends on their ability to influence other executive team members, be influenced by others, communicate effectively, team and adapt for the greater good of the enterprise.*

*Today's complex global business environment demands a broad range of experience and thinking - driving analysis, creativity and innovation from a company's leaders. No one or few individuals can lead a global enterprise in today's marketplace. Therefore long-term sustained business success is dependent on the ability of the executive team to act as a team, subsuming their operational responsibilities and healthy personal ambitions for the greater benefit of the enterprise.*

*Research into effective executive teams determined that key individual and collective team skills include: understanding and adapting to colleague personality, motivation and work styles; adapting communications to the styles of their team members, analyzing and solving problems as a collective act, resolving conflict and most importantly a foundation of trustful, positive and constructive team dynamic.*

*This program has a **long track record** of successfully designing uniquely for each client an integration of executive team teaming skills with a focused business activity such as strategic planning, creating vision and mission statements, operational problem solving, business analysis, or some other important activity for clients around the globe.*

### **AUDIENCE**

Any leadership team from CEOs and their executive teams through Vice Presidents and their executive teams through first-line managers and their management teams.

### **BENEFITS OF THE EXECUTIVE TEAM DEVELOPMENT EVENT:**

- Improve leadership team relationships through mutual understanding and appreciation of each others' work, communication, motivation and decision making styles to facilitate the effective team work of the group.
- Integrate new executive team members that are recent new hires or new to the executive team.

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## **BUILDING EXECUTIVE TEAM SUCCESS**

- Provide development experiences that internalize the new ways of thinking and behaving, establishing a foundation for application and adaptation in the participant's everyday business environments.
- Build trust, mutual understanding, good will and collaborative dynamics of the executive team members.
- Identify root causes to team member conflicts, challenges and issues leading to valuing the differences and define new ways to be successful together.
- Improve the effectiveness of the team's collaborations through a better understanding and skills in adapting to each other's personality styles.
- Provide tools for building and managing integrated team relationships and activities.

## **BENEFITS OF CONNECTING A BUSINESS EVENT TO THE DEVELOPMENT OPPORTUNITY:**

- Complete critical business work necessary for the success of the business.
- Increase the creativity, innovation, problem solving and overall effectiveness of the business meeting resulting from the improved team dynamic, team skills and improved mutual understanding.
- Engage the team in innovative approaches to conducting business and view potential change as both valuable and important to the future success of the company.
- Increase the cohesiveness of the group, continue to break down barriers.
- Improve long-term executive team performance by solidifying and internalizing the new team skills and learnings through an immediate and critical real-life application.
- Develop a better understanding of the value of working together and collaborating and leveraging each other to improve synergy.
- Act more as one-team and gain better alignment around the purpose and vision of the group.

## **PROGRAM FEATURES**

Features of this program include:

- Analyzing the executive team's dynamic through one-on-one pre-program interviews with the participating leaders.

## BUILDING EXECUTIVE TEAM SUCCESS

- Customizing the design of the program and selecting the appropriate developmental activities based on the data gathered from the interviews
- Delivery of a two-day leadership team Executive Team Development program
- Completing a critical business activity such as strategic planning, operational problem solving, business analysis through an immediate one- to three-day facilitated meeting utilizing the skills and dynamics developed during the previous two days.

## PARTICIPANT MATERIALS

- A 300+ page participant guide that contains material for the event plus tools that may be used by the team after the event.
- *Working Together*, by Olaf Isachsen.
- *The Leader of the Future: Visions, Strategies and Practices for the New Era*, by Frances Hesselbein and Marshall Goldsmith (Ed's).



## WHAT THE EXECUTIVE TEAM WILL LEARN:

- Communication skills that adapt to the processing styles of their teammates.
- Techniques to influence and build trust with their executive colleagues in support of long-term commitments.
- Team problem-solving skills that integrate an understanding of the differences in others' work, decision-making, motivation and general leadership styles.
- Adaptive team learning skills that will enable the executive group to collaboratively and synergistically respond to unexpected situations.
- Team dynamic analysis techniques to enable both the executive group as a whole and the individual executive members to diagnose and create solutions to operational problems within the group.

