



The Team Road Trip

ROI

> **Increased trust.** Research shows those organizations and teams that operate most effectively day in and day out, have high levels of Psychological Safety. It's the idea that team members feel safe to say what they are thinking and offer ideas and perspectives without fear of judgment or criticism. This program builds Psychological Safety for teams.

> **You are better able to turn conflict into solutions and innovations.** Having psychological safety does not mean there is harmony all the time. In fact, those groups displaying high levels of trust are much better at having disagreements than groups who do not trust one another. This is critical, because collaboration first requires conflict.

> **Better communication.** As a result of this program, participants become more skilled in expressing themselves with impact. Even more importantly, you become much better at hearing one another. This is true across the communications spectrum – virtual, in-person, written, verbal, etc.

> **Greater impact and effectiveness.** Team members are better able to adapt to change and handle challenges as they arise.

> **Greater alignment.** You will agree on how you do things and what success looks like. You will also have greater focus...individually and collectively.

> **You will become more comfortable giving and receiving feedback.** You get to see feedback as a helpful tool, not something to avoid.

> **Reduced scope creep.** Because there is greater alignment on the “why,” it's easier to say no to things that don't fit.

> **Less turnover.** A big one. It costs money to hire and train. You know this. This program reduces turnover.

> **And... more fun.** No small thing.

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HOW WE GET THERE AND WHY IT WORKS:

> **6-weeks of engagement and practice.** The challenge with retreats and one-off workshops is there is no time to retain information and, even more importantly, to practice what's been discussed. Additionally, research shows that new habits require a minimum of 21 days to take root. In the course of six weeks, we're able to build momentum and create sustained progress.

> **We make the best use of your time.** Our training sessions are 60-90 minutes. Once a week. This is optimal for learning and retention, particularly when using a virtual platform. What's more, we know participants have a lot going on, so we provide valuable "chunks" of information every week. We do not steal a lot of time from your schedule.

> **A coaching framework.** This is about leading in the 21st century. Cliched, maybe, but we are in very different times. Smart, capable, creative, and resourceful people learn best when they are the ones coming up with solutions. We provide the framework, tools, and coaching expertise...your team does the heavy lifting. I am an ICF-certified coach and I use this expertise to empower participants.

> **Conversation not Powerpoint.** Our sessions are designed for dialog in which both extroverts and introverts feel comfortable.

> **Practice.** It's what happens in between our workshop sessions that truly matters. This is where you are trying out what you've learned in real time. Where the rubber meets the road, as the old saying goes. One of the best parts of the program is the peer coaching that happens during the week between our training sessions.

> **It's not boring.** Lol. Okay, this is important, as well. Our metaphor for the work we do is the road trip. Remember those? You and a few friends (or even a stranger or two) pile in a car and take off. You learn it's not just about the destination. It's about the journey. Please find the attached PDF of the Travel Guide we follow. It will give you an idea of the road we travel in this program.

> **It's a program built from experience and ongoing learning.** Having owned and led my own firm for 20+ years, I saw, firsthand, just how challenging it can be to create sustainable and positive cultures. I've culled best practices from that time and, more recently, from my ongoing work supporting organizations in people development and culture building.

> **Cross-generational and cross-organizational.** It's a program that works throughout a workplace.

