

Team Skills Development

Team work differs from individual work for a reason, and not every individual contributor is equipped to operate successfully in a team environment. Team Skills Development provides the mindsets, skillsets, and toolsets that every team member needs to move from individual contributor to team player.

Because:

- ✓ Contemporary organizations depend on high-functioning teams and teamwork to get things done, but most technical experts have little inclination to working in groups.
- ✓ 89% of well-educated, well-equipped, and well-paid team members still fail to work effectively as high-performing teams.
- ✓ Even individual experts who want to make teams work don't always make good team players without additional skills and new behaviors.

You Need *Team Skills* When:

- ✓ You are moving from an individual- to a team-oriented workplace and reward structure.
- ✓ Your organization is moving to teams as a necessity because of downsizing, cost-cutting or culture change.
- ✓ Your current teams, committee, and task forces fall short of needed results, either in what they are getting accomplished or how they are going about their work.



Tom Davidson works with natural resource executives and others who want to accelerate their leaders, get their teams on track, and get new results from their leadership pipeline.



“Teamwork has never been easy—but in recent years it has become much more complex. And the trends that make it more difficult seem likely to continue, as teams become increasingly global, virtual, and project-driven.”

Harvard Business Review

You Get

- ✓ A thorough on-site needs assessment to understand your precise team skills development requirements.
- ✓ A customized team skills development design based on your objectives and logistics and our components and experience.
- ✓ Design and delivery by a deeply experienced trainer, leader and coach with field experience in forestry, natural resources, manufacturing, human resources and organization development.
- ✓ A highly interactive learning experience with real-life examples from the field, in-class practice, peer feedback, and individualized action plans at the end of each phase.
- ✓ Pre-work, knowledge tests and follow up to help ensure application of key principles back on the job.
- ✓ Participant workbooks for use during the class and for future reference.

So That

- ✓ Your team members get the skills, perspectives, and mindsets they need to collaborate rather than compete.
- ✓ Your good individual contributors learn how to be the team players you need them to be.
- ✓ Your team members get a common language and shared tools, so teamwork is easier to achieve and maintain among diverse team members.
- ✓ Your team goes beyond solving day-to-day problems and becomes consistently motivated, innovative, and flexible.
- ✓ You don't get dragged into drama or distracted by dysfunction any longer.



“I’ve learned from tons of excellent presenters but never have I watched a “Headliner” so eloquently and effectively serve our participants as a support instructor. Tom’s ability to listen and clearly hear our participant’s questions and problems made him one of the most effective instructors I have studied.”

– Dave Walters,
Past President, Society of
American Foresters



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