TripleGoal

Team Development Program

Taking teams to the next level of performance, engagement and innovation.

Who is this program for?

Teams seeking a structured and proven approach to lift levels of team performance, innovation and engagement.

Leaders who want a systematic approach to building and maintaining a high trust, high accountability, healthy and happy team.

HR & OD leaders who want to go beyond values slogans and tokens, and deliver a scalable, serious process for embedding values that accelerate strategic goals.
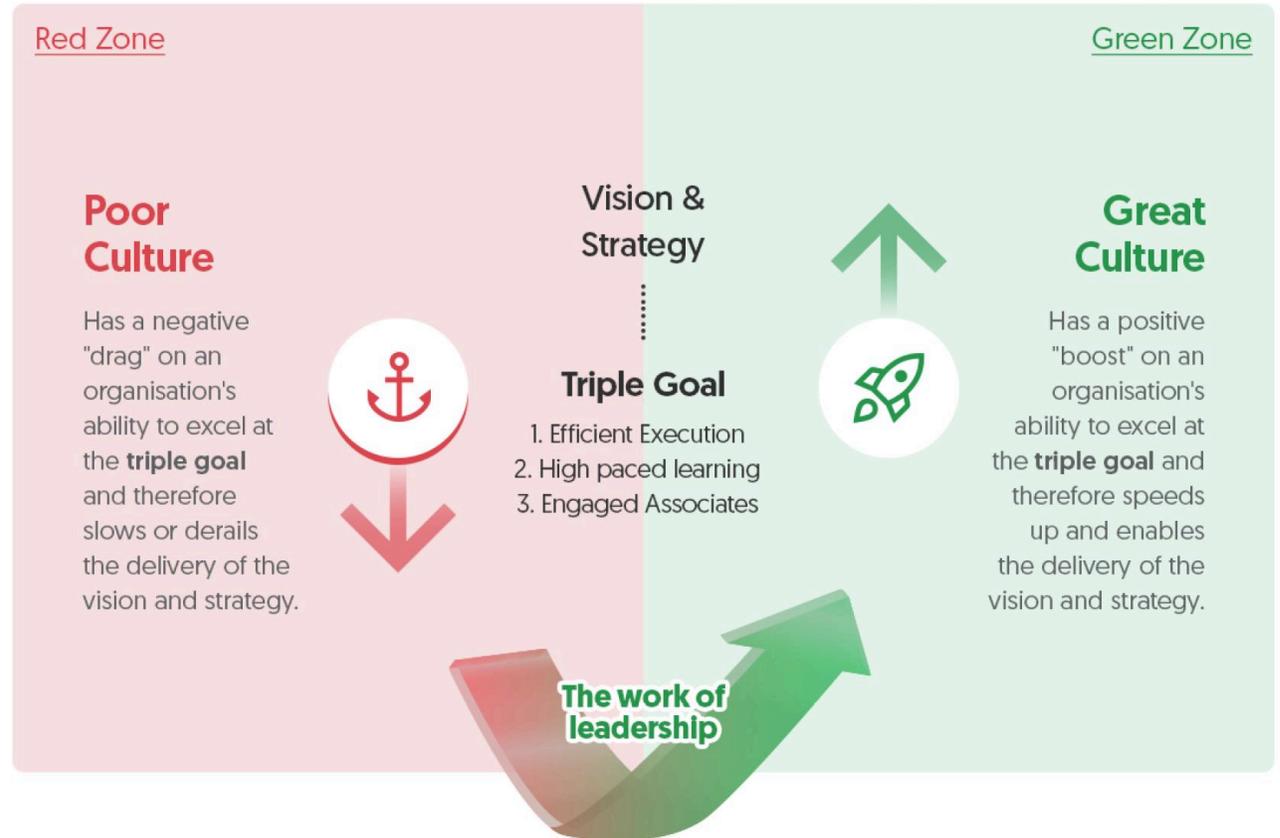
Organisations who want their culture to become their #1 asset. A culture that is fully values aligned and fit to deliver its highest aspirations.

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Culture Impacts Team Performance

Culture is a powerful force that affects a team and/or organisation's ability to deliver on its vision and strategy. Unfortunately, when teams prioritise image management over authentic communication and allow values misalignment to persist, a **"red zone"** culture can embed itself. Psychological safety is low, and individuals are less likely to take risks or contribute their ideas. A **red zone** culture can significantly hinder execution, agility and engagement..

Red Zone

Green Zone

Poor Culture

Has a negative "drag" on an organisation's ability to excel at the **triple goal** and therefore slows or derails the delivery of the vision and strategy.

Vision & Strategy

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1. Efficient Execution
2. High paced learning
3. Engaged Associates

Great Culture

Has a positive "boost" on an organisation's ability to excel at the **triple goal** and therefore speeds up and enables the delivery of the vision and strategy.

The work of leadership

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The Program Goal

The goal of this team development / culture improvement program is to identify and reduce **red zone** behaviors and increase **green zone** behaviors, leading to a dramatic and immediate improvement in the **triple goal**

1.
Great
Performance

2.
Great
Learning

3.
Great
Workplace

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The Triple Goal

1. Great Performance

Up the game on your ability to deliver on your vision. Reduce waste, increase quality and deliver higher returns to your stakeholders.

2. Great Learning

Develop a culture that sustainably and effortlessly disrupts itself, where fast and deep learning become a part of your DNA.

3. Great Workplace

Engage hearts and minds. Create a workplace that is a net positive on wellbeing and belonging. A workplace that literally builds joy.

By ensuring objectives alignment and introducing vertical growth learning rituals repeated and embedded over time, teams learn to foster a feedback culture and overcome the unconscious behaviour patterns getting in the way of achieving a disruptive leap in performance. Built from the world's most researched team development practices, this content is proven to deliver award winning cultures and business turnarounds.

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The program derives its content from the following core elements

The Mindful Leader book - a #1 bestseller.

Jim Kouzes & Barry Posner's world-leading, award-winning leadership research

Research with the **National University of Singapore** and our own leadership research

Adult Development Theory [Harvard - Kegan & Cook-Greuter]

"Deliberatly Developmental" Culture Theory [Harvard - Kegan & Lahey]

Developmental Mindfulness - a vast body of theory and practice for the development of self-awareness, wisdom and insight
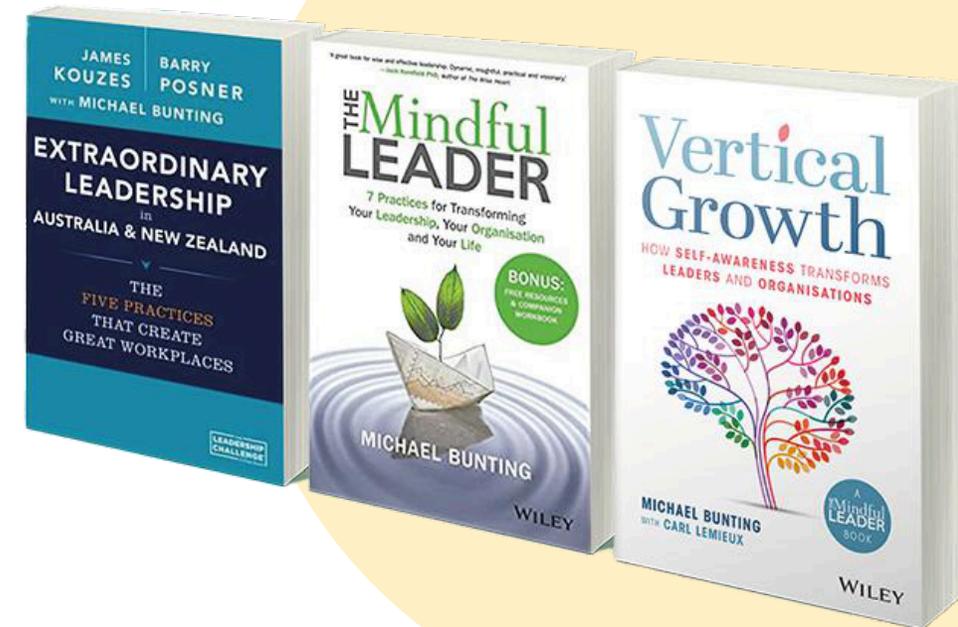
Growth-mindset theory

Neuroscience - some core basics

Acceptance and Commitment Training - the 3rd wave of cognitive behavioural therapy

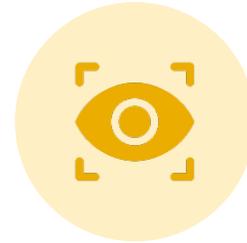**Immunity to Change theory** [Harvard - Kegan & Lahey]

25 plus years of helping organisations become award-winning best employers

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Key Highlights

Initial Assessment: Gauge individual and collective alignment and health (Goals, Values, Growth, Learning)

Vision & Role Clarification: Ensure alignment between leaders' vision and individual team members' perceptions

Behavioural Assessment: Identify behaviours that either support or hinder team objectives.

Transformation Practice: Establish both individual and collective practices for overall growth and performance.

Monitoring & Feedback: Implement continuous check-ins and delve into underlying team dynamics.

Ritual Implementation: Establish recurring practices for sustained growth and improvement.

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Overall Outcomes

Upon completion, participants can expect:

✓ Clear collective alignment to team purpose and goals, as well as individual contributions.

✓ Growth in honesty, trust, psychological safety, respect, accountability, and inclusion.

✓ Green Zone role modelling by the team leader through effective program facilitation.

✓ Accelerated team learning and positive impact on members' mental health.

✓ Defined "green zone" behaviours promoting performance, learning, and engagement, and an understanding of the "red zone" behaviours that inhibit them.

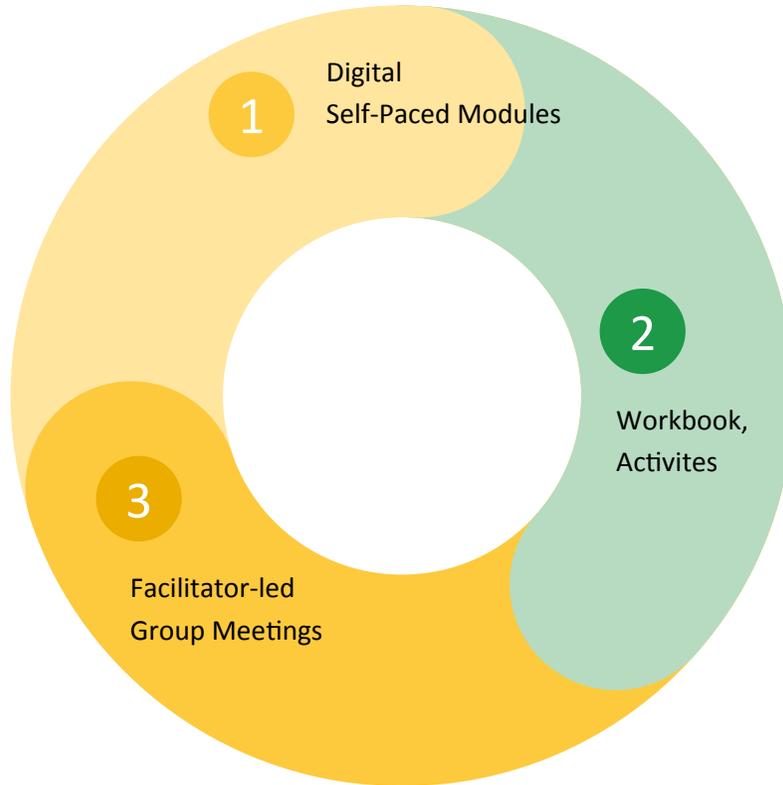✓ Embedded team accountability rituals making it easier to build cohesive teams swiftly.

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Program description

4 modules

20 hours over 4-6 months

For Teams

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Structure

1 Digital Self-Paced Modules

2 Workbook, Activites

3 Facilitator-led Group Meetings

The program alternates between digital self-paced modules, workbook activities, highly interactive, facilitator-led meetings and optional offsites.

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Team Assessment

Our team assessment measures collective Green & Red zone and optional individual impact reports for each team member.
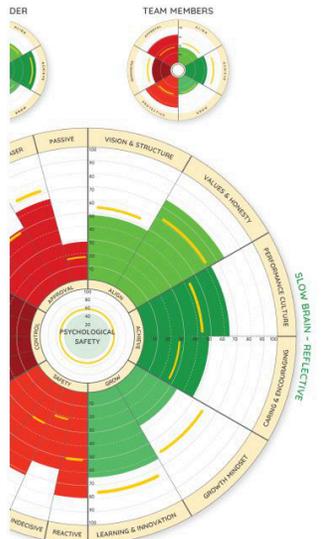
Individual team member reports bring accountability to a whole new level and allows for everyone's journey to be tailored to their specific needs.
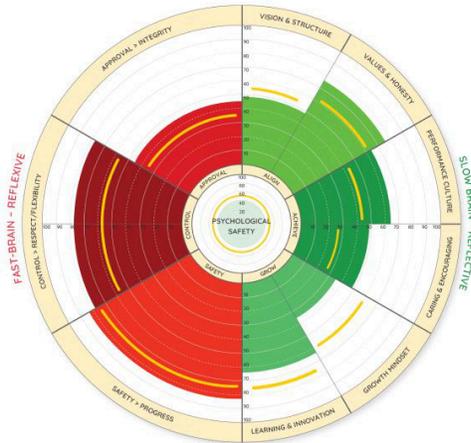
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Syllabus

Combines behaviour science, adult development, and "immunity to change" research to create sustained transformation in teams. Ongoing learning rituals establish mastery and a high-performance, rapid-learning environment.

Module 1

Vision and Objectives Alignment

Introduce what a clear vision and a clear triple goal looks like for the team. Connect individual roles with the overarching team goal.

Module 2

Red & Green Zone Behaviours

Understand team behaviours that enhance or detract from team performance.

Module 3

Team OBP and Personal Growth

Understand the team's underlying derailers, design a team ritual & accountability mechanism for team and individual growth.

Module 4

Practice, Growth, and Feedback

Refine and improve team practices, introduce self-awareness and objective feedback skills for ongoing team success.

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Program Details

What?	How Long?	When?	What?
Kick-off Webinar: facilitated meeting to introduce the program, the support tools, and debrief on the assessment report.	30 mins	Week 0	Meeting
Module 1: digital learning and activities	1 hour	Week 1-4	Workbook & App
Team Assessment: team and leader to complete the Team Assessment survey.	20 mins	Week 4	Online Survey
Module 1: Review Meeting (30 days after kick-off)	4 hours	Week 4	Meeting 2
Assessment Debrief: facilitated session to debrief on the assessment and prepare for Module 2.	2 hours	Week 5	Meeting 3
Module 2: digital learning and activities	120 mins	Week 5-9	Workbook & App
Module 2: Review Meeting (30 days after Mod 1 Review Meeting)	4 hours	Week 9	Meeting 4
Module 3: digital learning and activities	120 mins	Week 10-14	Workbook & App
Module 3: Review Meeting (30 days after Mod 2 Review Meeting)	4 hours	Week 14	Meeting 5
First Team Practice Ritual	1-3 hours	Week 15/16	Meeting 6
Module 4: digital learning and activities	4 hours	Week 16-20	Workbook & App
Module 4: Review Meeting (30 days after Mod 3 Review Meeting)	4 hours	Week 20	Meeting 7
Post Assessment: team and leader to complete the Team Assessment survey.	20 mins	Week 24	Online Survey

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In Summary

Our self-directed Team Vertical Growth Program scales beyond leadership to the entire organisation.

Every team identify their **triple goal** ambitions, articulate their **"red zone"** and **"green zone"** behvaiours, and embed specific team-based rituals/accountability mechanisms to diminish **"red zone"** team behaviours as well as increase **"green zone"** behaviours. Every team will further positively align with the organisational values while making a disruptive positive impact on their **triple goal.**

Communicating a set of values is just not enough for game-changing culture transformation. It requires a disciplined process where every single person in the culture changes the way they work. Our process delivers that change.

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How to start?

If you're ready to explore how this work could be applied in your organisation or team, the next step is a Leadership Development Discussion.

This is a focused discussion to explore:

- What application could look like in your specific context.
- Where to start for maximum leverage.
- What scope and sequencing would make sense.

There is no preparation required.

Schedule a Leadership Development Discussion

Scan the QR code to book a time that suits you:

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