

ClearRock

Team Development & Coaching

When the goal is improving the effectiveness of a key team – with a focus on enhancing communication, collaboration, problem resolution, and trust, our Team Development & Coaching program offers a solution that will produce long-lasting results. Leveraging experiential learning, behavioral theory, and coaching principles, in alignment with organizational values and goals, the program includes self-assessments, a team assessment, facilitated team sessions, and one-on-one coaching for each team member.



Alignment Meeting / 1 hour

Executive sponsor, participants and the ClearRock project team meet to share program objectives, introduce coaches, and review confidentially, timelines and program logistics.



Assessments

Participants complete self-rated, individually focused assessments (such as the Predictive Index Behavioral Assessment®, which measures the motivations and drives of individuals in the workplace or the EQ-i 2.0 which measures the way we perceive and express ourselves, develop and maintain social relationships, cope with challenges and use emotional information), as well as the Lencioni Team Assessment, which provides a summary on the 5 qualities of highly effective teams: trust, constructive conflict, commitment, accountability, and attention to results.

**360 assessment optional.*



Team Workshops / 2.5 hours each

Using Behavioral Analytics to Drive Team Performance: Leverage group analytics from the assessments to deepen awareness of self and develop an understanding of the behaviors and needs of colleagues to improve team dynamics.

5 Principles of Building Team Cohesion: Gain an understanding of perceived strengths and development opportunities of the team. Review Lencioni Team Assessment results and learn skills to build trust, resolve conflict, deliver on commitments, improve accountability, and achieve results.



Coaching / 6 sessions; 1 hour each

One-on-one sessions surround the team workshops. Each participant works with their coach to create an individual development plan focused on expanding awareness, applying learnings, and amplifying impact and team performance. *(Coaching can be extended upon request.)*



Learning Hub

A customized online hub where participants can access all assessments, module pre-work, and additional resources.

“Our facilitator was so knowledgeable and got right away to the heart of the needs of our team. She engaged each individual and the group as a whole.”

“The group work and the discussion that it fostered was very productive in strengthening the executive team.”

PI Inspire Subscription (up to 50 people)

Pull through your team's learnings from the session with the PI Inspire subscription, designed to equip managers with data and tools to help their direct reports reach their fullest potential. When leaders understand their employees, and employees understand each other, they are able to minimize conflict and communicate more effectively, letting distractions get out of the way of results.