

Executive Team Development Through Facilitation

Our Executive Team Development Through Facilitation Program enables leaders to diagnose areas for improving team effectiveness as well as develop their ability to more effectively empower their group of direct reports.

The sum of the parts can be greater than the whole.

How effective do you feel your team is? Where do they typically get stuck and why? Why is this team not functioning as effectively as they have in the past? What can you do as their leader to enable their success?

As individuals rise in an organization they often lose sight of their primary team. They focus more on their responsibilities as the leader of their direct reports than on their responsibilities as leaders with their peer group. As a leader of such a team, it is your responsibility to set the expectation that they are jointly leading your organization.

Our Executive Team Development Through Facilitation adopts a practical hands on approach to diagnosing and strengthening a team's functionality.



“When people come together and set aside their individual needs for the good of the whole, they can accomplish what might have looked impossible on paper.”

Patrick Lencioni

Team Development Through Facilitation

Teamwork is a powerful advantage in the competitive marketplace. Achieving teamwork is not complicated; it simply requires a disciplined approach. Kensington has adopted a framework that is simple to understand and easy to use. Through an assessment process, we diagnose areas of attention required for a team to operate more effectively. We also use the same model to work through team decisions, reinforcing the discipline of continually committing to teamwork.

The following process can be facilitated by one of our expert team facilitators or the senior leader of the team can apply the process with support from one of our expert team facilitators. Regardless of how we start, our goal is to enable the senior leader and their direct reports to continue the process beyond our involvement.

- Step 1:** Diagnose where the team is on the spectrum of functionality.
- Step 2:** Host a team building session to review and discuss the current state. This is a powerful session where team members acknowledge the need to commit to a team process.
- Step 3:** A model is used to process real decisions that the team needs to make, identifying areas where the team continues to get “stuck”. This highlights the power of following the process and working on areas that need development.
- Step 4:** The team begins applying the model beyond the meeting with immediate results, further encouraging their commitment to the team and the process.