

Team Dynamics



Take Flight Learning

Empower Your Team with the Team Dynamics Training Program

Overview

Whether your team is dysfunctional, dynamic, or somewhere in between, the *Team Dynamics* training program will help you progress to higher levels of sustainable engagement and performance. Teaching individuals how to maximize and harmonize the respective talents of Eagles, Parrots, Doves, and Owls has a transformative impact on culture, leading to better cohesion, communication, and collaboration. This program empowers people to tap into the power of personality to create team environments where everyone can flourish, enabling results to reach new heights.



Why Team Dynamics Training

High-performing teams are made up of high-performing people. And high-performing people need an environment where the unique gifts of their personality are empowered to shine. This program equips each style to see the best in their teammates, help each other thrive, and collectively craft a culture where teams reach and maintain higher levels of engagement, retention, and performance.

The Team Dynamics Training Program



The *Team Dynamics* training program builds on the breakthroughs made in the *Taking Flight with DISC* experience. Participants will learn to apply what they learned about the styles to better understand and connect with their teammates on an individual level. They will then use that knowledge as a catalyst for becoming a high-performing team.

Each participant will receive a *Team Dynamics Participant Guide & Report* to help them discover how their team's mix of Eagles, Parrots, Doves, and Owls influences everything from the culture in which the team operates to the strengths, challenges, and potential blind spots of their team.

In addition to helping team members visualize their team makeup through their unique combination of styles, the report provides an overview of each individual's ideal working environment, intrinsic motivators, and communication needs.

Once the style-based team makeup and personal preferences have been established, the group will learn the Stages of Team Development, sometimes referred to as the Tuckman Model.

The true impact of the *Team Dynamics* training program comes as participants discover how each style shows up in each stage of development. After the group identifies their current stage of development (Forming, Storming, Norming, or Performing), they discuss how they can leverage the contributions of each style to help the group become a high-performance team.

For teams wanting to be intentional about their culture, this program also offers the opportunity to create a set of ground rules that clarify how people are expected to treat each other while navigating all the challenges that appear while becoming a successful team.



The session concludes with an incredibly powerful exercise that provides the opportunity for teammates to express recognition and appreciation for each other. Designed to build connection and enlighten team members to the often-unspoken words of gratitude for how their style makes a difference to those around them, this ritual serves as rocket fuel for generating the relationships and environment that studies show teams require in order to reach their full potential.

Styles and Stages

All teams are in constant evolution as they go through the Stages of Team Development. Tuckman's framework helps leaders and teams understand and evaluate team dynamics from early formation through the progression of the stages.

The Stages of Team Development include:

Forming

A new team must establish themselves.

Storming

Problems arise as expectations are not met and roles are challenged.

Norming

The team discusses issues and constructively manages conflict.

Performing

The team efficiently reaches its goals.

High-Performing

The team exceeds expectations and performs above and beyond.

While other training programs teach people about the Stages of Team Development, this session takes the learning from the theoretical to the practical and real-world application by exploring how each style experiences, behaves, and influences team dynamics in each stage. Through the lens of the Eagles, Parrots, Doves, and Owls, team members gain a clearer understanding of how they can help each other individually – and the team collectively – toward higher performance.



Setting Ground Rules

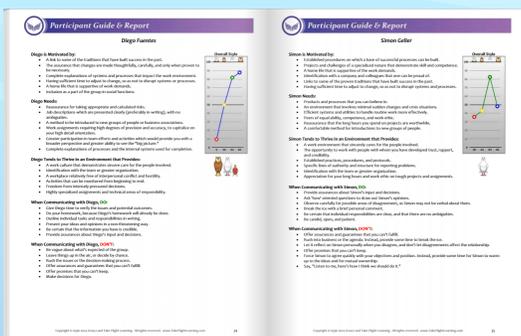
Whether you're a newly formed team or an established group looking to take performance to the next level, this program offers the option to work with a skilled facilitator to co-create a set of ground rules. Using the four styles as a foundation for how teams function, these ground rules will establish culture-building norms for various aspects of day-to-day team dynamics. Ground rules can be based on topics such as communication, running meetings, risk-taking, innovation, managing change, decision-making, and conflict management.

After the *Team Dynamics* session, participants will be able to:

- Recognize the superpowers each style contributes to a team
- Develop a work environment that enables each style to flourish
- Identify the strengths and challenges of teams based on the styles
- Identify how your team's style composition impacts team dynamics
- Link the Stages of Team Development to the four styles and their level of growth
- Create ground rules to clarify expectations and enhance culture
- Improve team cohesion and performance

Training Materials

In the session, participants will receive a copy of the *Team Dynamics Participant Guide & Report* that provides deep insight into how style impacts teamwork, culture, and group effectiveness. The report is designed to guide the content of the training program and reinforce the knowledge of the four styles gained in the *Taking Flight with DISC* session. This report includes an exploration of how the four styles influence team performance during each stage of team development, as well as an action planning section designed to help groups become high-performing teams. The report contains team graphs and a page that describes each team member's style, and how to effectively work with that individual.



Each participant gets their own page with a summary of what they need for success.



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