



newfield
consulting

HIGH-PERFORMANCE TEAM BUILDING PROGRAM

**MANAGEMENT TEAM COACHING
AND TRANSFORMATION PROGRAM**

INTRODUCTION

Newfield Consulting is considering transforming its management and leadership style, tailoring it to the challenges of today and the future. This cultural change seeks to empower its managers and aid the leadership to embody change. The aim is to hone their skills to anticipate dilemmas, swiftly create new possibilities, and operate under multiple demands.

This effective leadership, based on values such as excellence, integrity, collaborative work and passion for results, implies learning to model different and better ways of “doing” in complex contexts. At Newfield Consulting, we propose to incorporate generic and conversational skills that will allow them to develop interaction practices to enhance their performance levels.

We submit a coaching and transformation process that generates these learnings, both individually—working with each manager—and with the principal teams. Our commitment is to institute conversational protocols that favor meeting the challenge that (Client Name) has set out to overcome.



WE BUILD HIGH-PERFORMANCE TEAMS

This is an intervention that pursues the dream of the leader and the team, consistent with the organization's objectives.

A program aimed at the management team as a whole, combining individual and collective interventions.

It installs new practices that attain high performance dynamics, strengthens connectivity among team members and with their environment, and bring about changes throughout the organization by modeling.

Building a foundation of trust and commitment within the team helps them to effectively overcome the turbulence of the proposed change.

The intervention incorporates new leadership, with agile, coordinated, synergetic conversational practices, based on respect and diversity.

And it inaugurates a new management model, based on conversational skills, which spawn better and different results.

OBJECTIVES

THIS PROGRAM IS COMMITTED TO ACHIEVING:

- **1.** A level of team performance, in correspondence with cultural change and the modeling of a way of operating that also affects the reporting teams
- **2.** Making the team's leadership within the organization more powerful, with a results-based strategic outlook
- **3.** Making headway in trust and commitment building within the team that will enable developing high performance
- **4.** Connecting the team's conversational networks, making them more effective, in order to gain results with the expected agility and speed
- **5.** Installing agile, coordinated and synergistic conversational practices, based on trust and diversity where they take responsibility of toxic relationships, and of talking about the unconvertible
- **6.** Lifelong learning practices in the team, to ensure that it develops based on its proposed goals and challenges.



METHODOLOGY:

THE INTERVENTION IS AIMED AT THE TEAM

● TEAM LEADER

We engage in a special, protected and confidential coaching line: the program is a tool to attain the team of the leader's dreams.

● LEARNING STRATEGIES

Diverse strategies involve a combination of individual and collective spaces, synchronous and asynchronous experiences, individual and team coaching. It is a program that can take place 100% mediated by technology.

● FLEXIBILITY AND CO-CONSTRUCTION

It is designed according to the real conditions of the team, seeking to generate new protocols for joint action.

● BUSINESS ONTOLOGICAL COACHING

Coaching interactions, with the insight of Ontology of Language, focused on the results required by the organization, at an individual and team level.

● TRANSFORMATION PLAN

The manager follows an agreed Individual Transformation Plan. The team advances with a Team Transformation Plan, agreed among all.

● CONTINUOUS PROCESS ASSESSMENT

Pre and post competency assessment, permanent monitoring of progress, reports to the leader in at least three cut-off dates.



ABOUT WORKSHOP



TIME: MONTH 1



INITIAL SURVEY OF INTERVIEWS



DESIGN OF CUSTOM IMPLEMENTATION PLAN



DISTRIBUTION OF TIME

27 hours of coaching and micro workshops.
3 individuals coaching sessions per manager.
Permanent rapport and report with the organization's leader.



EVALUATION, PROGRESS AND REDESIGN



FINAL REPORT



POSSIBILITIES

Possibility of subsequent workshops according to requirements and need to strengthen the team's competencies.



EXTRAS

Referential pedagogical resources:
Reading, videos, audios, case analysis.

ACTIVITIES:

- **PERMANENT RAPPORT WITH THE LEADER IMPLIES:**

Coaching by a senior coach (6-8 sessions), conversations with the coordinator and the coaching team to report progress and redesign the program, and coordinate what is necessary for team advancement.

- **TEAM COACHING AND MICRO WORKSHOPS:**

Coaches will attend regular team meetings. Their observations will feed the design of sessions that can be an extension of the same meeting or a micro-workshop. In them, feedback is given to the team, new conversational practices are fine-tuned and progress is made in learning specific skills. The micro workshops are fifty-four hours. They can be carried out in events lasting two, three, four or six hours, according to the needs and possibilities of the team. The final timeline is established and redefined with them.

- **INDIVIDUAL COACHING:**

Each manager will have at least six coaching sessions led by a Senior Coach. This will facilitate in-depth and lasting change in relational and work practices. The coaching lasts approximately 1 hour.

- **OBSERVATIONS TO THE TEAMS OF EACH MANAGER:**

The coach in charge of each manager will attend the regular meetings of that manager with the team twice. Based on the observations, the coach will deliver feedback in private. The duration of this activity will depend on the nature of the meeting.

- **CONSTANT EVALUATION:**

The team will be evaluated at the beginning and at the end with the DEI SURVEY (Strategic Identity Design), which reports the team's level of conversational skills and guides the transformation plans (PTE. PTI.)

- **EXERCISES AND DEEPENING:**

Managers will have available, on the virtual campus: exercises, documents, videos, readings, backup audios.

INVESTMENT

PROGRAM VALUE

FOR A TWELVE-FIFTEEN MANAGER TEAM:

\$80,000

ADDITIONAL PARTICIPANT:

\$3,000 EACH

Due to the pandemic, this program will be carried out 100% mediated by technology. If this situation changes, it can be combined with face-to-face experiences.

➤ **THIS INCLUDES**

- Design and evaluation
- All teaching material
- Professional fees for coaches and facilitators
- Virtual platform

➤ **THIS DOES NOT INCLUDES**

- Rooms, refreshments and logistics for face-to-face workshops
- Air fare costs, per diem of coaches who live outside the country where the program is run.
- Local taxes.

