GO Team®

With 18 modules of team-related topics, GO Team lets *you* set the training agenda. Whether you are a new team or an established team, select the topics that address your specific challenges... and then go team!

Level 1: Setup for Success

1. Getting Grounded in Team Basics

Welcome to the team! Whether you're a new team or an old one, this module will lead you to valuable insights about team structures, stages of team growth, and identify the characteristics of the best teams.

2. Creating Team Operating Guidelines

"How will we act when we are together?" Surprisingly few teams have an explicit conversation about their operating guidelines. Once defined, your operating guidelines hold surprising power for the team, and become a template for assessing your own performance.

3. Establishing Team Purpose and Goals

"Why am I here? What should I do?" No, these aren't existential questions, nor are they the reflections of some clueless guy. In your team, they are urgent questions about the teams' purpose and goals. Are you sure that your team has shared understanding of its purpose and goals? You may be surprised! This module will help create clarity, alignment, and action.

4. Clarifying Team Roles

So... who does what on your team? It sounds like a simple question. But don't assume that everyone knows the answer! Even the best teams suffer from areas of role confusion. This module leads the team through a facilitated process that leads to more clarity, less conflict, and higer performance.

5. Building on Style Differences

Have you noticed that your team mates do things differently than you? Often this is a source of conflict for teams. In this module, you'll learn to transform these differences into an endless source of innovation and performance. Based on the pioneering work of Dr. Linda Berens, this powerful module of GO Team is rich with insight for all teams.

6. Assessing the Team

With 18 modules in GO Team, you might not know where to start. Try starting here! With this module, each member of the team will assess the team on a broad number of dimensions. The result will be a comprehensive picture of the team's health. Kind of like a physical from your doctor, but with no needles.

7. Enhancing Team Communication

All day every day the team communicates. Imagine the efficiencies that could be gained by communicating better. In this module team members will exercise their capabilities for advocacy and inquiry. More than a process for transferring information, communication becomes the source of learning, transformation, and innovation.

8. Running Effective Team Meetings

And now consider the humble meeting, that contentious generator of disagreement and lost time. But not for the high-performing team! As you explore team meetings through this module, you'll discover how meetings can become a place where real work gets done! This module includes a meeting planning process that can be used over and over.

9. Making Team Decisions

Before you decide, you have to decide how you will decide! That's one of the big ideas that drives this module of GO Team. As your team works through an actual decision that it faces, members will encounter a repeatable process for making decisions -- one that includes key considerations before, during, and after the actual decision.

10. Avoiding Groupthink

As the team begins to work and collaborate with more expertise, a new vulnerability can creep in. It's called "groupthink" and it can cause even strong teams to fall into unproductive ways of thinking. Equip your team to fight the ravages of groupthink with this module!

11. Resolving Team Conflict

39% of teams report that they "fear" and "avoid" conflict. And yet, the inherent tension of competing interests is one of the greatest sources of creativity for your team! In this module, the team will deal with an actual conflict... and in the process build the team's capacity for transforming daily conflict into a force for innovation.

12. Solving Team Issues

Sometimes "issues happen." When the team faces unforeseen events that jeopardize its ability to accomplish its tasks, GO Team is there. In this module, team members will encounter a disciplined and repeatable process for resolving the issue and moving forward.

13. Building Team Trust

Trust is the bedrock of everything else. If the team doesn't have trust, then it is experiencing crushing drains of efficiency, quality, and energy. In this module, the team will create its own "trust model" and identify the behaviors that can kill or enhance trust. They will conclude with a shared understanding of what trust looks like in this team, and a plan of action for increasing it.

14. Giving and Receiving Feedback

"How are you doing?" In a team, that's not a polite salutation, but part of a shared commitment to give and receive feedback. Whether it is "corrective" or "reinforcing," feedback is an ongoing activity that is necessary to the team's culture, processes, tasks, and relationships. Learners will have an opportunity to share their feedback with one another... and in the process build valuable skills that they can continue to exercise.

15. Sharing Leadership

When it comes to team work, who takes the lead? The answer is, "everyone!" A team is an incubator for leadership skills, and this fun, highly interactive module will give each team member a plan for developing their own unique leadership.

16. Sparking Team Creativity

Your team is full of creative people. Don't believe it? Then work through this module as a team. You'll discover that creativity is not a magical thing reserved for a gifted few. Instead, it's a discipline and a process that any team can exercise at any time. Next time the team needs to generate new opportunities and new ways of thinking, make this module a part of the work agenda. You won't believe the creative brilliance that you produce!

17. Managing Change

Change happens. Like it or not, change will be a continual part of the team's reality. Rather than forever reacting to unforeseen events, the team will practice a multi-lens approach to confronting a real-world change it faces. Members will deal with their own reactions to the change, analyze the nature of the change, explore the many unanticipated ripple effects... and, of course, develop a plan of action.

18. Leveraging Team Learning

What does teamwork have to do with learning? You may be surprised. Learning is very much a team activity, in which each member has different roles and strengths. This module offers some fascinating ways for members to think about their learning styles, and then coordinate them for powerful and ongoing learning.