Ready to power your teams’ performance?

It’s time to...

GO Team™

www.GoTeamResources.com
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Go create.
Go collaborate.
Go innovate.

GO Team™
Powering Team Performance
Are you ready to GO Team?

Teams are the future of organizational work. And GO Team is the future of teams!

Whether you are a leader within an organization or a facilitator who serves multiple clients, GO Team is your Swiss army knife of team development. GO Team equips you with powerful learning opportunities on a broad range of team-related topics.

It doesn’t matter what kind of organization you work with. Whether you are part of a Fortune 100 global corporation, a small school board, or a local government agency, GO Team will equip any intact team held accountable to a common purpose.

So what is GO Team, anyway?
With 18 team-critical topics, GO Team is a complete team-training resource that supports all kinds of teams, including brand new teams as well as teams that have been together for a while. It’s a just in time training resource, which means that you select the module that is most urgent to the team, right now – kind of like delivering an antibiotic directly at the point of need.

No PowerPoint. No lectures.
Each module of GO Team takes between two and four hours to complete, and requires very little setup. Don’t have a training room? No worries. Have the team take a long lunch in the break room and work through a module of GO Team together!

Each learning session is managed by a certified facilitator. This may be a learning professional within your organization, or a consultant who we recommend.

But this isn’t like traditional training! There are no PowerPoints, and no lectures. All of the learning is active, dialogue-based, and driven by the members of the team.

Team training has never been so accessible.
A single copy of any GO Team training module is priced at just $12, bringing the power of team learning to organizations large and small.

Is your team experiencing a setback that is affecting its work? Order one copy of Solving Team Issues for each member. The books will show up at your door... and you’re ready to host a session with the team for working through that setback.
So what’s in GO Team?

GO Team is a library of 18 team-focused topics (or modules), divided into three levels.

- **Level 1: Setup for Success.**
  These are the fundamentals of teamwork. But don’t assume these are for “beginner” teams! Many experienced teams find that they have never worked through these important team building blocks. (“Oh, so maybe that’s why we’ve been struggling...!”)

- **Level 2: Go Team!**
  Some issues just seem to pop up every day in the work with the team. These are the core topics that come with the territory.

- **Level 3: See You at the Top.**
  Ready for high performance? These topics aren’t only for mature teams; they’re for any team that wishes to unleash the “group genius” that is a unique product of teams.

*Three levels. A library of 18 topics. GO Team is ready to unleash your teams today.*

**Topics in Level 1: Setup for Success**
- Getting Grounded in Team Basics
- Creating Team Operating Guidelines
- Establishing Team Purpose and Goals
- Clarifying Team Roles
- Building on Style Differences
- Assessing the Team

**Topics in Level 2: Go Team!**
- Enhancing Team Communication
- Running Effective Team Meetings
- Making Team Decisions
- Avoiding Groupthink
- Resolving Team Conflict
- Solving Team Issues

**Topics in Level 3: See You At the Top**
- Building Team Trust
- Giving and Receiving Feedback
- Sharing Leadership
- Sparking Team Creativity
- Managing Change
- Leveraging Team Learning
Let’s take a peek inside a GO Team module.

Let’s say your team has identified that it needs to build trust within the team. You’ll receive copies of module 13, “Building Team Trust,” (one for each member of the team), and also one facilitator guide.

Discovering new terms and models
GO Team is built on principles of adult learning theory, so exercises are always active, dialogue-based, and connected to the team’s immediate need. Often, the module will begin with an introduction to new models and terms, and offer learners a fresh way to think about the topic.

In this case, one team member would simply read this material about “the dimensionality of trust” aloud.

Next, team members draw from their own experience, making immediate connection to terms and models.

The facilitator’s role is simply to keep the team on task, monitor the time... and then let the team do the work!
Time to get up and move!
The “reading and writing” part of this module is now over. It’s time for learners to get out of their chairs and take some action!

Using clear, visual instructions, modules lead learners through processes for understanding their context, clarifying their thinking, identifying new behaviors, and creating consensus.

For example, in the “Building Team Trust” module, learners identify trust behaviors that are unique to THIS team, and tied to the “dimensions” of trust.

As learners explore the exercises in each module, they are learning important skills for dialogue, brainstorming, drawing out their own assumptions... and working together as a team!
Moments of reflection.
As learners work through more and more modules of GO Team, they will become adept at continually reflecting on their own behaviors, discussing them, and making change... all without defensiveness. Imagine that.

The module on trust, for example, features a “create your own assessment” exercise in which learners first identify the trust behaviors specific to this team... and then collectively assess themselves against those very same behaviors.

Taking action.
GO Team is all about making sustainable behavioral changes. Every one of the 18 modules ends with an action plan in which team members will discuss the specific actions they will take in the near and long term to ensure the concepts will take root in daily practice.

The facilitator’s role.
Throughout the program, the facilitator guide supports you with clear, straightforward direction. Compared to traditional, instructor-led training, there’s not a lot for you to do! The guides will give you some “key insights” to draw out from learning exercises. But mostly, your role is to serve as the “host” for the learning. Rule of thumb: In any given session, you should speak approximately a quarter as much as the learners!
A little of the theory behind *GO Team*

*GO Team* was designed and developed by learning experts with nearly a half century of experience in organizational learning for some of the most influential organizations in the world. Every module is grounded in validated theories about how adults learn.

Theorist David Kolb proposes the *Kolb Learning Cycle*, which is a great way to think about the structure of the modules in *GO Team*. Each module leads learners through this cycle of experience, reflection, conceptualization, and experimentation... which then poise them for a whole new experience once they re-enter their real world of work.

* In fact, this model is the basis of *GO Team* module 18, “Leveraging Team Learning.” In that module, each team member will identify their “preferred” style within the Kolb model, and then engineer future learning opportunities that speak to all of their styles!

Furthermore, *GO Team* is also grounded in adult learning theory, which shows that adults:

- Learn best when they are involved in diagnosing, planning, implementing and evaluating their own progress.
- Need to be self-directing in their learning.
- Will have greater readiness for learning when they have a specific need to know.
- Tap into life’s reservoir of experience as a primary learning resource; the life experiences of others enrich the learning process.
- Have an inherent need for immediacy of application.

*Adapted from David Kolb*
A closer look at the modules.

So, which module is right for your team? You tell us! The beauty of GO Team is the ability to choose the modules you need from our library of 18 topics.

Level I: 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 and stages of team growth, and will help 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 higher 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.
Level 2: Go Team!

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 necessary to the team’s culture, processes, tasks, and relationships. Learners will have an opportunity to share their feedback with one another and 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.
Ready to Go Team?

Getting started with GO Team is easy! Simply contact us today at:

- Susan@GoTeamResources.com
- David@GoTeamResources.com

We’ll talk about your team’s needs, answer your questions about the product, and identify whether you prefer to use a certified internal facilitator, or reach out to one of the team experts in our network. We can also tell you about other services that are available to support you, including our GO Team Facilitator Playbook, and team coaching services.

And, of course, you can always learn more about GO Team at our website:

www.GoTeamResources.com

Don’t forget to join the GO Team community on Facebook, and learn how others are using GO Team to power team performance in their organizations.

We look forward to hearing from you!
About the creators of GO Team.

Susan Gerke has been in business since 1998 following 21 years working for IBM. Today Susan designs and implements leadership and teamwork programs for executives, managers, and employees in numerous companies and industries.

A recognized expert on remote leadership and teaming, Susan is the co-author of The I in Team ...Accelerating Performance of Remote and Co-Located Teams and Quick Guide to Interaction Styles and Working Remotely. She is also the co-author of Quick Guide to Interaction Styles and Time Dynamics.

Susan is certified for SYMLOG, Herrmann Brain Dominance®, Element B, the Myers-Briggs Type Indicator®, the Interstrength® Method and the Management Team Roles Indicator™.

Susan is a faculty member at Brandman University and an Affiliated Consultant at the Volunteer Center of Orange County. Susan also works as a key member of the new company, Business Women Rising.

Susan lives in Orange County, California with her husband, Dave.

Learn more about Susan’s work at:
www.SusanGerke.com

David Hutchens is a former advertising copywriter, and is now a bestselling author and developer of learning products for some of the world’s most influential organizations.

David is the creator of the Learning Fables, a series of books that introduces topics of organizational learning using story, metaphor, and pictures of cute talking animals. With titles that include Outlearning the Wolves and Shadows of the Neanderthal, the books have been translated into more than a dozen languages and sold over a quarter million copies.

David is author of A Slice of Trust: The Leadership Secret with the Hot & Fruity Filling, featuring a foreword by Stephen M.R. Covey.

David frequently speaks to groups on topics of learning in organizations, organizational storytelling and narrative, and more.

With his wife Robbie, a Licensed Marriage and Family Therapist, he is co-owner of Signet House LLC, a private counseling practice.

He lives outside of Nashville, Tennessee with Robbie and his two children.

Learn more about David’s work at:
www.DavidHutchens.com
www.ASliceofTrust.com