



AGILE TEAM POWERSTART™

Starting Your Agile Team on the Path to High Performance

What's the Need

Now that we've had Agile training, what do we do now? Teams need more than classroom training to become hyperproductive. Team formation is a critical time, questions naturally arise: "who are these people? how will we work together? what can I count on from them?" Even team members who have worked in the same organization for years may have questions that are no less relevant: "I wonder if John will hold that it disagreement against me from last year? Will Susan keep asking me to socialize with her after work?"

Service Description

The Agile Team PowerStart!™ begins a team on the right foot, combining the high energy PowerStart!™ workshop with optional ongoing team coaching. The PowerStart!™ one-day workshop leads newly formed teams through the developmental work of the initial phase of team growth, proactively and collaboratively creating their team culture and explicit agreements for how to work as a team. At team (and management) discretion, 3-6 months of ongoing coaching is available to track progress towards goals and help hold the team accountable to their team agreements.

The initial PowerStart!™ workshop includes high engagement exercises, real deliverables, and just enough education and group discussions to get the job done. The output is a uniquely designed Team Culture, the creation of an Initial Team Operating Agreement, and an Action Plan.

Based on the cutting edge Organization & Relationship Systems™ coaching methods, the PowerStart!™ helps your team use the latest thinking in team formation and coaching to set them on the road to high performance.

This workshop complements Agile training and product/project domain orientations. We can collaborate with the team's Agile Coach or Scrum Master to customize and co-lead the workshop for optimal continuity with the team.

Workshop Objectives / Outcomes

The PowerStart!™ combines elements of training with team coaching and planning to achieve the following:

- Team members will understand the 14 factors of team performance and team health, including toxic communication patterns
- Team members will understand their unique performance enhancers, strengths/weaknesses as a team, and team dynamics patterns (the four kinds of trust, decision-making styles, etc.)
- An articulated Team Culture that is created and agreed to by all
- Documented Team Operating Agreements and team norms
- A documented mission and team goals with an Action Plan for accomplishing these goals and maintaining team accountability

Business Benefits

Teams that master the critical Productivity Skills and Positivity Factors will produce **significantly greater output**, with higher satisfaction. In addition to the obvious benefits in accomplishing **business results**, such teams have higher morale, which **decreases turnover**.

Topics Covered

- The 7 Productivity Skills, relating to what the team is there to produce
- The 7 Positivity Factors, relating to the team's process and culture that lead to long-term sustainability
- Appreciative Inquiry exercise into the 'Best Team I've Been On'
- Four toxic communication modes and how to create a positive, supportive environment instead
- Team Style assessment
- A Team Health model that leads to ongoing high team performance
- Team Mission and Goals exploration
- Designing of the Team Culture
- Agreeing on the initial Team Operating Agreement
- Team Action Plan

Follow-up

Following the PowerStart!™ workshop, there is an opportunity for ongoing team coaching work which helps the team hold accountability around their Operating Agreement and Action Plan. This reflects research showing behavior change may require up to six months to fully stabilize.

