



A powerful diagnostic process and improvement program designed to strengthen the performance of troubled teams.

high performance teams

10 Warning Signs that your team is in trouble

- ☑ Falling behind on key milestones, deliverables, or performance measures.
- ☑ It feels like the team is stuck, stalled or floundering.
- ☑ Team members don't get along well. People don't trust each other.
- ☑ The group has trouble coming to agreement and making decisions.
- ☑ Team meetings feel like a waste of time; little gets accomplished.
- ☑ Goals are unclear, unreasonable or not shared by all team members.
- ☑ Team members are unsure of their roles and responsibilities.
- ☑ Lack of agreement on the team's mission.
- ☑ The team lacks adequate leadership.
- ☑ Not getting the support needed from the management sponsor.

Rejuvenate Your Team™

Sometimes teams get stuck. Rejuvenate Your Team™ is a powerful diagnostic process and improvement program designed to help troubled teams get back on track. The Rejuvenate Your Team™ process helps teams to quickly pinpoint their problems, assess causes, and create and implement targeted responses and corrective actions to restore the team's productivity.

Rejuvenate Your Team™ Process

In this intensive improvement program, team members examine and improve the effectiveness of their team using a three-stage process that includes:

Diagnosis

- Team Assessment Survey
- Interviews
- Discussions
- Charter review

Problem analysis

- Problem interrelationship analysis
- Root cause analysis

Improvement Plan

- Targeted actions plans to address problem areas
- High-impact coaching sessions
- Sponsor conferences
- Preventive measures and activities
- Implementation, monitoring, follow-up



Rejuvenate Your Team™

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Benefits to your organization . . .

- **Restores and builds the productivity** of your business teams.
- **Fast results...quick payback.**
- **Higher success rate** for your teams.
- **Protects your investment** in teams.

...value added business results.

Rejuvenate Your Team™ features...

Fast turnarounds

When teams get stuck it costs you time and money. The Rejuvenate Your Team™ process quickly gets to the heart of the problem and **restores your team to vitality and good health -- fast.**

External perspective

Team members are receptive to our help. Why? Because we...

- provide an “expert” viewpoint that is credible and effective
- maintain a neutral perspective and are not influenced by internal politics and relationships, hidden agendas or reputations
- respect confidentiality and engender trust

The Rapid Assessment Process

We're expert diagnosticians when it comes to troubled teams. Through surveys, interviews and group discussions we **pinpoint the problems -- quickly and accurately.** Our time-proven techniques are effective in getting even the most difficult teams to self-assess, open up and talk about their issues -- without finger-pointing or blaming.

Comprehensive solutions

Whether the problem is in team infrastructure, fundamentals, problem solving, or team dynamics, we deliver the comprehensive solution -- *systems, strategies, skills, tools* -- necessary to create high performing teams.

High-impact coaching and mentoring

We use *high-impact coaching and mentoring* to help the team leader, members and sponsor to understand their roles, work through issues and ensure success.

We...

- are experienced with all types and levels of teams
- have consistently achieved outstanding business results with this process in multi-cultural environments around the world

Our world-class team

The Rejuvenate Your Team™ process is conducted by our team of highly experienced organizational development specialists. They have worked in diverse industries and in all types and sizes of organizations around the world. Their expert knowledge of teams, outstanding facilitation skills, proven techniques and consulting expertise has helped hundreds of teams worldwide to be successful.

