



Corporate Counseling Associates
People it forward.™

Team-Building: From Self-Management to Cohesive Execution

CCA Team Building incorporates the unique perspective that to work well with others, one needs to work well with oneself—that is, you can't interact effectively with others when self-management is not a strong suit. Consequently, team development consultations incorporate a self-assessment and business context component *before* team dynamics are approached.

CCA Team Building fosters high performance as a result of understanding the:

- Strategic business context in which the team must perform
- Collective team competencies relative to expected business outcomes
- Individual team member competencies and capacities for self-assessment and management

Team-building execution includes:

- Design and delivery of a program that leverages assessments and motivation to achieve targeted business outcomes
- A mixture of individual coaching and team-based activities
- A customized roadmap that teams use to sustain performance

CCA offers highly customized team improvement interventions that yield lasting behavioral change. We address the underlying causes of team conflict. We do not merely “train” or educate on what effective teams “should do.” We are research-based and we build a process that works given the nuances of each of our clients. By rectifying and eliminating existing team obstacles, we prevent these dynamics from compromising the learning of new individual and team behaviors. This results in a “healthy” team that performs and adapts its functioning to achieve desired goals.

The business outcome is sustained, reality-based, high-traction team interaction.