

**Faurote Group Leadership Academy
Program Descriptions**

Session 2

Get in sync: Unleashing Collaboration for High Performance

Program Description:

It's not surprising that one of the most common responses to the question: 'How was your day?' is, 'Okay.' The question is, is okay...okay? What's the difference between 'meh' and magnificent at work? The answer is connected to the power of our teams. Sadly, there are endless reasons why some groups never become a team, but there's one prominent way to redirect your efforts and drive results – Create a culture of collaboration. Collaboration is often assumed to be easy, natural, and commonplace in organizations but, in actuality, it's uncommon and hard to cultivate. In this session, you'll gain insights to building successful teams and creating an environment where collaborative efforts and productivity thrive on the path to getting 'in sync.'

Learning Objectives:

-  Define collaboration and examine the difference between a Group and a Team
-  Identify essential qualities of team leaders and team players
-  Integrate individual communication styles to improve team communication and collaboration
-  Confront and overcome common dysfunctions in teams
-  Create a team environment where accountability and productivity thrive

Interactivity & take-aways:

Participants will discuss a framework for effective teams and watch video clips to create strategies for unleashing the potential within a team. This session also includes a group exercise that points to common barriers to collaboration in the workplace.

Coaching for Results - Leveraging the Power of Candor

Program Description:

One of the most significant and yet challenging things to accomplish as a leader is the ability to grow and position others to be at their best. When your team members are ready to take on higher-valued activities aligned with organizational needs, that is a true success metric as a Coach. At times, it requires tough conversations stepped in candor about ways to change and grow behaviors to position them for success. The outcomes generated from investing in others is a powerful way to contribute to the mission and vision of the organization and creates both personal and professional growth as a leader. This program is designed to explore what sets the best coaches apart from others and create customized, strategic coaching efforts for every member of your team.

Learning Objectives:

-  Identify characteristics of Best Coaches
-  Discuss the role of Individualization to customize a path for maximum growth

Coaching for Results - Leveraging the Power of Candor (cont.)

Learning Objectives (cont.):

-  Introduce fundamental skills to be a more effective coach:
 - Applying Candor
 - Facilitating Solutions
 - Listening
 - Questioning
-  Practice having a coaching dialogue

Interactivity and Take-aways:

Participants will learn how to prepare for a Coaching Discovery Dialogue and utilize practice opportunities to increase effectiveness as a coach and team leader.