

Team + Learning Lab

Teams are the way things get done in most business environments, and a team's ability to effectively collaborate is crucial to innovative results and business performance. Most organizations are experiencing problems with teams for a variety of reasons. Organizations of all types grow, change, innovate or fail based on how well the groups of all sizes and diversity within those organizations interact and achieve goals.

The decision-making dynamics of a successful team include: trust, transparent communication, flexibility and openness to experience. The dysfunctions of teams such as interpersonal fear, irrational beliefs about failure, groupthink, problematic power dynamics, and information hoarding, are also well known but poorly dealt with

Discover

the 4 Design Principles:

- + learn
- + experience
- + practice
- + apply

+ Prework

Prior to the workshop, all participants will take an online group survey that assesses how your team collaboration is functioning based on 20 research-tested success factors. The Collaboration Inventory provides a baseline for the workshop.

+ Setting Context

Understand the importance of Teams and Teaming and the latest science that supports team development process. Understand the cultural and business drivers for developing a collaborative mindset and share your team experiences in an Open Learning Exchange at the workshop

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+ Activities

Review and discuss Team Collaboration Inventory survey results. Understand their importance for you and your team. Engage with the Mount Everest Simulation to experience and learn in real time what makes teams successful.

+ Take Aways

Develop a deep understanding of the team collaboration fundamentals. Practice and apply through case discussions and peer-to-peer exchanges.

MOUNT EVEREST CLIMB

Description:

A team based simulation that provides individuals an opportunity to experientially learn about team behaviors during six rounds of play as they make the climb through five camps to reach the top of Mount Everest.

The workshop enables team members to acquire and practice collaboration skills in a safe, experience-conditioned environment with the goal of surfacing current challenges, identifying the right solutions, and practicing the necessary collaboration skills in the highly interactive, practice focused environment.

Team discussion is critical to the timing and execution of the critical decisions required to advance after each round. However, decisions are submitted individually. Success is dependent on how private information and interests are shared.

Managers can identify behavioral areas of focus for the workshop.

* Simulation Topics Covered:

Decision-Making	Communication
Information Sharing	Group Dynamics
Leading Teams	Collective Decisions
Strategy	Cognitive Biases
Negotiation	Psychological Safety
	Process Loss

* Supplies Needed:

A Computer, Laptop or Tablet with online access for each team member. For groups a table for each team is best

* Simulation Seat Time: 90-120 MINUTES

5 ROLES*

LEADER



PHYSICIAN



PHOTOGRAPHER



MARATHONER



ENVIRONMENTALIST



EACH ROLE IS COMPLETE WITH:

- * UNIQUE PROFILE
- * UNIQUE GOALS
- * UNIQUE INFORMATION UPDATES
- * INDIVIDUAL RESOURCES

* A 6th ROLE - THE OBSERVER - IS AVAILABLE & PROVIDES ADDITIONAL INSIGHT DURING THE DEBRIEF

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Three ways to experience the Learning Lab:

Full Day Immersion

Full Day Immersion Workshop starts with completing the online Collaboration Inventory as prework and then engages cohort team with a highly interactive experiential learning environment including simulation play, debrief, and team or team leader coaching. This is recommended for a team of new hires, new teams, teams experiencing dysfunction and high potential managers.

Half Day Immersion

The Half Day Immersion Workshop starts with completing the online Collaboration Inventory as prework, then engages cohort team with a highly interactive experiential learning environment including simulation play, and debrief. This is recommended for a team of new hires, new teams, teams experiencing dysfunction and high potential managers.

Virtual Program

The Virtual Program begins with completing the Collaboration Inventory as prework and then engages cohort team with a highly interactive virtual experiential learning environment including simulation play, debrief, and team or team leader coaching. This is recommended for a team of new hires, new teams, teams high potential managers.

+ Executive Coaching

MOUNT EVEREST CLIMB

Meet your guides:

Dr. Anna Tavis



Anna is a senior Organizational Consultant and Executive Coach with extensive global practice.

- Born in St. Petersburg, Russia, Anna received her education in the UK, Germany and the US. She holds a Doctorate from Princeton University and an MBA from the University of South Carolina. She speaks English, Russian, German, Spanish.
- Anna has held senior positions at Motorola, Nokia, United Technologies and AIG. She has managed teams in Europe, the Middle East, Africa and Eurasia and she also has lived and worked as an Expat on three international assignments.
- Anna teaches at New York University. She is also on the Board of HRPS (SHRM affiliate), a member of the Brain Trust at NeuroLeadership Institute, and Executive Editor of People and Strategy Journal.

Julie Nickerson



Julie is a senior Team Leader and Consultant with Executive Coaching experience. She has had extensive collaboration practice leading creative teams in the consumer goods area.

- Linking data to business design, Julie has a proven track record of identifying, assessing and designing effective solutions for complex business problems.
- Julie holds her BA in Organizational Behavior and Change from New York University. There she concentrated on collaboration and teaming for innovation. Julie has also focussed on coaching with compassion and inspiring leadership through Emotional Intelligence with additional coursework at Case Western University. She is also an active member of ATD.

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