

## Expanding Horizons

Individual Effectiveness leading to High Performance Teams

"Individuals score points, while teams win games" –zig zaglar



### About the Program

High Performance Teams are a result of each individual contributing and being at his/her most effective. At an individual level, there are many elements at play to be effective. The programme essentially aims at generating a self-awareness on various inter and intra personal elements that impact becoming a **winning team** and how to further strengthen them. Learning about styles of interpersonal communication, one's creative quotient and action orientation, motivation, use of body language, paradigm of winning, handling conflict, managing one's energy helps the executive gain meaningful actionable insights into their own behavior and how they show up in a team.

It is a program that facilitates recognition of behaviors, skills and techniques that are more supportive to being effective as an individual and as a team, therefore making a change that is more directional and sustainable.

### Program Outcome for the participant

- Know my dominant style of communication, its impact and adapt for results
- Be in touch with blocks and limiting beliefs and thereby increase my effectiveness and creative quotient
- Adopt a holistic approach to motivation to keep it going
- Move in the direction of being more proactive
- Develop a powerful presence and enhance communication skills
- Experience the process of self-behavior in a team
- Develop a sensitivity to the needs of the group by recognizing own tendencies to collaborate and compete towards increasing joint problem solving.

### Benefit to the Organization

With a sharper insight of how self-behavior contributes to getting results and team play, executives can adapt their style for improved individual effectiveness and team work with a focus on interpersonal communication & problem-solving leading to higher performance and growth.

## Methodology

An experiential and interactive program where the learning's would be facilitated through reflection, discussions, videos, games, role plays, concepts and conversations around live challenges. Use of psychometric/personality tools is subject to requirement.

## Duration

3 days spanning across 1 ½ months or consecutively. (Advantage of it being done over a period of time is that in-between the phases, participants can apply the learning's and assess them. They can make observations of critical incidents on the job to bring back to the training for discussion) or customized as per requirement.

## Who should attend

Executive and Professionals with operational and execution responsibilities and are part of a team will benefit from this program.

## About Us

Potentia aims to bring out the best in people & organizations we work for. Our offerings include OD Consulting, Leadership Development, Inner Transformation & Motivation, Capability Building and Strategic HR. Potentia collective brings together an experience of over 300 person-years. For more details visit [www.potentia.in](http://www.potentia.in).

## Participant Echo

"This program helped me to recognize myself (behavior) and improve them to work better for my organization, it also helped me to understand my colleagues better"

-Anweeta K

"This program has helped me in handling situations in professional life"

-Yogesh M

"It was very well organized program which brings a positive change in behavior, and helps people to become more responsible and supportive both in personal and professional life"

- Krishna G

"This program was really helpful for me to understand where I stand and what and how to improve what I lack. This program gives a good environment and enjoyment with lot of learning"

-Sachin V

"This program is a good learning experience. Knowing how to incorporate positive and effective communication in personal and professional space"

- Rahul C.

"It was eye opening and mind opening"

- Tulsidas