



Team Optimization Process

Improving the Speed and Quality of Team Performance

If you want the same outcomes, that's your business. If you want improved outcomes, that's our business.

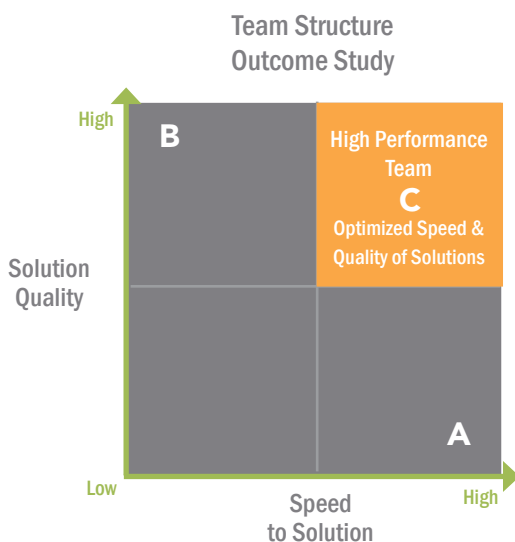
For teams that must develop effective, executable, and innovative solutions, Farr's Team Optimization process delivers new strategies that yield immediate impact. Pressed for time and results, individuals, leaders, and team will benefit from this intensive process that improves the quality of solutions and performance that teams deliver. Ask yourself the following questions, to see if there are areas you can improve.

Does your team:

- Lack innovative solutions or fail to see the big picture?
- Struggle to reach consensus and fail to make timely decisions?
- Spend too much time processing data, but not enough time producing?
- Simply miss the target with highly effective solutions?
- Struggle to execute or follow through on projects?

If one or more of these situations are familiar, Farr can streamline your team's problem solving process to create sustainable practices that significantly improve outcomes. Regardless of your team's function, HR, IT, Operations, Sales or other, Farr's intensive two day process reveals and removes the barriers that prevent your team from developing and executing the highest quality solutions.

How team structure impacts solution speed and quality



- A** Teams comprised of people in similar roles tend to be lopsided in how they solve problems and consistently omit one or two critical components of the process. While they may execute quickly, because of similar thinking patterns, their decisions can lack depth and superior quality.
- B** Conversely, teams with people from different disciplines may develop well balanced solutions, but are often slow to execute because they all pull in opposite directions.
- C** High performance teams however, are highly aware of their composition and natural limitations in the problem solving process. These teams also have mechanisms and strategies in place to compensate and move intentionally through the process to more effectively improve the speed and quality of decisions.

Bulletproof your Team's Effectiveness

Utilizing individual, leader, and team assessments, teams identify specific behaviors, processes, and communication styles that work and do not work in their favor. Through facilitator led feedback, the team strategically selects a handful of critical success factors to improve. Specific action plans with time-lines and accountability for creating improvements are then developed to continue their evolution into sustainable high performance.

In this optimization process, your team will:

- Identify through self-assessments, leader, and observer feedback, the specific challenges that prevent your team from being truly high performing.
- Identify individual and team weaknesses and gaps in the decision making and problem solving process. This allows your team to intentionally redirect their focus on areas that are otherwise ignored, and instead develop and execute higher quality decisions in a more timely way.
- Learn specific team strategies to continually balance and execute the problem solving process effectively, thus delivering consistently effective solutions.
- Create an action plan to address and solve the team's current top challenges. By clearing these mission critical hurdles, your team will be positioned to more effectively solve pressing business challenges.

Outcomes:

- Greater team innovation
- Improved speed to solution
- Robust high quality solution development
- Team and individual accountability and alignment
- Improved execution

Why move from inaction to action?

Because you recognize the need for improvement. You can see that the team could have a greater impact on moving the organization forward, but you lack the strategies to make it happen. There are rumblings from the team or organization about the team's dynamics and effectiveness that are effecting productivity. Take action today, because inaction will leave you right where you are.