

## BUILDING TRUST INCREASES YOUR TEAM'S SUCCESS

This session explores how to build the confidence of everyone in your team to be open and honest about ideas and priorities in a positive and constructive way in the interest of moving the team forward.

Trusting teams share their vulnerabilities, weaknesses and mistakes as well as their strengths in an open and comfortable way based on collective goals and not individual need for success or praise. These teams have productive meetings and make efficient decisions.

## CREATING HARMONY AND MANAGING CONFLICT

Productive, honest conflict creates authentic team harmony, reduces stress and increases efficiency. This session considers how leaders build the foundations to achieve professional harmony and manage open and honest discussions whilst maintaining, positive, caring, professional relationships which are focussed on the school's priorities and goals. This results in efficient collective decision making.

## **BUILDING A GREAT TEAM IS UNCOMFORTABLE. IT TAKES TIME, HONESTY AND CLARITY.**

**The most productive and effective teams spend time not just on the transactional tasks but also on the activities which make them more productive through getting to know each other as professional individuals in order to build trust, honesty and challenge.**

**These teams make collective decisions effectively and create an authentic professional harmony which enables the team to move forward with priorities efficiently.**

**"Team work ultimately comes down to practising a small set of principles over a long period of time. Success is not a matter of mastering subtle, sophisticated theory but rather of embracing common sense with uncommon levels of discipline and persistence" Lencioni 2002**

## BUILDING COMMITMENT

Achieving backing for each key team decision is developed through clarity, frank discussion around ideas and then achieving a way forward that everyone agrees to implement. This session looks at how effective teams manage consensus and achieve "buy-in" from every member of the team.

## ACCOUNTABILITY

Successful teams have the relationships, clarity and confidence to challenge team or individual behaviour which could compromise their success. This session explores ways to encourage robust challenging debates, build professional respect and maintain the focus on key agreed priorities leading to team success.

## FOCUS ON OUTCOMES

Your collective goals and agreed outcomes provide the relentless focus for your team. This session considers how to build and retain teams that prioritise the school's aims and accelerate progress through a relentless shared focus on the collective drive for success.

**COST £1550**

**This 5 session( 2.5 hours) programme for Senior Leadership teams of up to 6 people takes place in your own setting.**

SIGNPOST COACHING SERVICES  
23 LEE LANE WEST  
HORSFORTH . LEEDS. LS18 5RJ

welcome@signpostcoaching.co.uk  
Mob: 07909808220  
www.signpostcoaching.co.uk



@signcoaching  
@signpostcoach  
Signpost  
Coaching Services  
Val Lee Priestley  
Kay Lee Priestley