

Building a Culture for High Performing Teams

“Culture eats strategy for breakfast.”
— Peter Drucker

In a changing team environment where virtual participation is becoming a new norm, it is more essential than ever to build a work culture where people thrive with the same set of values and a shared sense of purpose. Successful execution and strategy are highly important, but if the culture doesn't support them, the future of the team or organization will be jeopardized. Culture isn't inherently about work spaces, office buildings, or company benefits; it is about the habits and beliefs people form, the decisions they make, and the way they respond together to face the pressures of adversity.

This training is designed to be presented in a virtual webinar environment or in a live classroom setting. The time duration can be adjusted to meet the client's needs—an overview of the material can be presented in one-hour webinar; for a more in-depth training session, a two-three-hour timeframe is suggested.

The following learning objectives will be addressed:

- 1. Explore factors for optimizing the balance between culture and strategy**
- 2. Learn a process for identifying shared team values and purpose**
- 3. Understand how to recognize and effectively navigate the four phases of team development — forming, storming, norming, and performing**
- 4. Discuss key elements for enhancing team trust, healthy conflict, commitment, and accountability**