

## **TEAM DEVELOPMENT**

### ***The questions:***

- What matters in this team?
- How do we want to be together?
- What future do we want to co-create?
- How can we be aligned around that future?

### ***The focus:***

- Synergy is the magnifying of team members' contribution beyond their individual capabilities. It occurs when they care about others' success as much their own; they focus on what matters most to the whole team; they share the ownership of the outcomes and how they contributed; positive or negative.
- The cost of disengagement these days shows itself in burn-out and depression rates soaring and retention rates plummeting. We create spaces that are the antidote to this, so that ALL team members are deeply connected and engaged.

### ***The process:***

- In our team development sessions, participants align on the future the whole team wants, reflect on questions that need addressing and redirect their focus to co-creating that future. Through experiential exercises and guided practices, new ways of being together are discovered that leave the team empowered and creative.