



# TEAMS

CHANGE **FUSION**  
accelerating results.



# TEAMS /TĒM/ VERB

*A collective of individuals working together towards a shared goal*

The full power of teams is often untapped in organizations. Differences between individuals can become a liability and stall true teamwork, instead of propelling it. ChangeFusion knows teams bring together diverse individuals with a wealth of different ideas, perspectives, and experiences. Under the motivating force of a common purpose, these individuals can work together to support innovation and achieve breakthrough results.

Want better results from your team? Give us a call. We can help.

Encouragingly,



## *About Us*

We help organizations achieve change, define strategy, shift culture, and build the capacity of their leaders and employees. We do it all with hard-hitting business acumen, deep knowledge of organization dynamics, and a strong emphasis on making a sustainable difference.

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# WE HELP TEAMS PERFORM.

STALLED TEAMWORK FRUSTRATES EVERYONE. PEOPLE WANT TO MAKE A DIFFERENCE AND DO GOOD WORK.

Teams thrive when their efforts are coordinated under clear, compelling goals and each individual knows his or her role in making that happen. Extraordinary results don't just happen. They come when teams have strong practices of collaboration and positive ways to connect with each other and deal with conflict. We support teams in doing this and achieving extraordinary results through clarifying purpose, connection, and process.

Our team development approach focuses on building concrete measurable progress that shifts a team's underlying belief that change isn't possible. As a team builds belief in its capacity to make positive progress, it rapidly shifts towards higher performance.



**REPORT THAT THE TEAM THEY WORK ON  
ISN'T DELIVERING AT ITS BEST.**

THIS MEANS YOU'RE LOSING OUT ON PRODUCTIVITY,  
INNOVATION, AND, WELL...RESULTS.

We unlock team  
performance  
by clarifying  
purpose  
connection,  
and process.

# WHY CHANGEFUSION?

## OUR APPROACH: THE SCIENCE OF GROUPS



Our approach to working with teams comes from the principles of group dynamics, positive psychology, and performance management. We incorporate business practices with the elements of high performing teams to create deeper meaning and connection for individuals. Using this approach, we have seen even the most stalled and knotted teams find movement, results, and smooth connection.

## OUR LEVERAGE POINTS: PERSPECTIVE, STRATEGY, PROGRESS



We work at three core leverage points:

**The balcony view:** We use a quantitative assessment to help teams build a shared picture of their strengths and opportunities from a balcony view. This de-personalizes team dynamics and builds a forward-focused picture of how the team can operate at its best.

**Concrete actions:** From this balcony view, we facilitate team conversations to define a strategy and concrete actions that will accelerate team performance.

**Measuring success:** Periodic measurement and recalibration enables teams to see their progress and tangible results from their efforts. This reinforces the underlying belief that positive change is within their control. With this belief, teams naturally engage in conversations and practices that continually improve their performance together.

## OUR SECRET SAUCE: SOCIAL ASPECTS AND STAKEHOLDER INPUT



ChangeFusion knows that effective teamwork, while desired by most, is often elusive. We examine two elements for effective teamwork that are typically overlooked or taken for granted: the team's social aspect and input from its key stakeholders.

**Social aspect:** The presence of high trust and supportive relationships even in the face of difference.

**Stakeholder input:** An understanding of what really adds value to those you support.

# NEED TO FIND COLLECTIVE WISDOM?

CALL CHANGEFUSION

Changefusion supports seven core conditions that build high performing teams:



# OUR TEAM SERVICES: LEARNING LABS

WE HAVE A ROADMAP TO HIGH TEAM PERFORMANCE. DO YOU?



## BUILDING HIGH PERFORMANCE TEAMS

Learn the seven core conditions for team effectiveness and how to instill these conditions in your team. This session shines a light on the key stages of team development, a leader's role in enabling high performance, and the research behind the behaviors of high performing teams. Using this information, participants build concrete action plans to improve their team's performance.

VIRTUAL OR  
ON-DEMAND



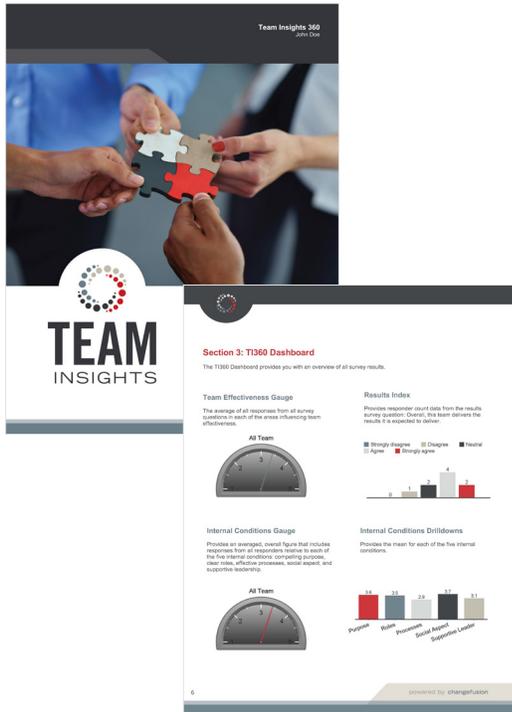
## BUILDING HIGH PERFORMANCE TEAMS

During this interactive virtual session, managers learn the fundamentals of building a high performance team. They are introduced to the seven core conditions for high performance and gain concrete skills to create these conditions on their teams.

“When it comes to creating high performing teams, building positive momentum is more important than where a team begins.”

# OUR TEAM SERVICES: 360 ASSESSMENT

GAIN INSIGHT ON YOUR TEAM FROM A 360 PERSPECTIVE



## TEAM INSIGHTS 360 (TI360)

The Team Insights 360 (TI360) is an online assessment and tool designed to explore team effectiveness. It shines a light on the seven conditions for high performance and collects feedback from team members, the team leader, and any relevant external stakeholders on the extent to which the team exhibits these conditions. Once individuals have completed the assessment, you receive a comprehensive report that includes all feedback, a detailed view of high and low scoring team elements, and a guided team reflection exercise to enact change and accelerate group effectiveness.

# OUR TEAM SERVICES

## CONSULTING:

COHESIVE TEAMS IMPROVE THE BOTTOM LINE



### EXECUTIVE TEAM DEVELOPMENT

High performing executive teams make a difference to bottom line results. But all too often, these teams are rife with conflict, low trust, and power struggles. We work with executives to build cohesion within their leadership teams. We help leaders focus strategically and adopt behaviors that build collaborative relationships, navigate conflict effectively, and harness full collective wisdom. We do this over the course of a year using facilitation, coaching, and assessments.



### TEAM LAUNCH

The Team Launch consultation helps team leaders (new or transitioning) launch their teams and set the conditions for high performance right from the start. We involve the entire team in creating the conditions for high performance and discussing team strategy, goals, and roles. We also support them in developing simple rules to guide team behavior. We do this all through coaching, facilitation, and assessments.

**Fact: Teams, when effective, achieve results that far surpass collective individual effort; teams, when ineffective, drag down even the best star performer.**

# OUR CLIENT IMPACT

## HEAR WHAT OUR CLIENTS HAVE TO SAY

We help teams unlock peak performance and equip them with the skills they need to work through differences and achieve more together.



*ChangeFusion helped me build cohesion on my leadership team. The team developed shared strategic goals and plans, but also increased its ability to lead during times of complex change.*



*ChangeFusion's facilitation of our sessions allowed the team to engage in critical conversations while maintaining and building our relationships. Their guidance provided us a structure to come together and wrestle with complex issues while agreeing on priorities, leadership and resources.*



*I am always amazed at how much we are able to accomplish through this process; over time we have evolved into a much more effective leadership team and organization and we are delivering despite the tough environment.*



*These leadership sessions helped us understand the broader strategic picture and enabled us to work in alignment toward our strategy.*

## OUR CREDS

1,000+

TEAMS WE HAVE  
SUPPORTED

100%

OF THE TEAMS WE WORK  
WITH HAVE REPORTED  
IMPROVED FUNCTIONING

14,000

HOURS OF COACHING  
LEADERS ON TEAM  
PERFORMANCE



# TAP INTO THE FULL WISDOM OF YOUR TEAM

CALL US TO MAKE TEAM PEAK PERFORMANCE A HABIT IN YOUR ORGANIZATION.

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