



# Rapid Team Formation

*A Wholistic Program for Rapidly Assessing, Building & Coaching Great Teams*

Only 20% of teams are high performing and more than 40% are poor performing. Do you need to take your teaming to the next level? Rapid Team Formation helps both new as well as previously established teams create the conditions for sustainable performance quickly!

## What is Rapid Team Formation (RTF)?

Research suggests that 60% of a team's effectiveness is based on how well the team is designed, 30% on how well the team is launched and 10% on the team coaching that the team receives. *Rapid Team Formation* helps teams quickly form and create the conditions and a winning design for success. This dynamic program challenges teams to tap into 5 Knowledge Centers (rational, affective, intuitive, passionate, tactile) + Nature (i.e. environment & context) that quickly releases the team's full potential. The RTF program can be completed in 1½ to 3 days and can also be part of a 3 to 6 month team coaching engagement. (Note: is offered in both classroom as well as an innovative and dynamic off-shore format on a Tall Ship over the course of 3+ days)

A Corporate Program Offered By:  
The Team Coaching Zone, LLC.



## Key Program Outcomes

1. A shared compelling purpose that motivates team members to bring their best.
2. A clear sense of direction of where the team needs to be in the next 4-6 months.
3. A lazer focus on an exceptional outcome that the team will accomplish in the short term.
4. A unique winning formula for how the team will work together to achieve its exceptional outcome.
5. The essential individual and team coaching skills required for keeping the team on track and proactively adapting to its environment.

## Program Components

The RTF program can be delivered in 1½ to 3 day formats and can also include ongoing team coaching over 3 to 6 months. Following are the 3 program components:

1. **Assess:** the team is assessed on its current state through a flexible mix of discovery interviews as well as through an online team assessment. Alignment with the team leader and/or sponsor occurs to provide a clear performance context for the team.
2. **Build:** the team participates in a 1½-3days RTF workshop to form as a team. During this workshop the team creates the conditions for high performance and forms as a unit that is more than the sum of its parts. The team emerges from the workshop with shared purpose, direction, focus, a winning formula and essential coaching skills.
3. **Coach:** the team develops a coaching plan to accelerate its ongoing learning, performance and proactive engagement of the operating environment. The coaching plan may include ongoing coaching by an external/internal team coach, team leader or through self-coaching.

## The 5 Knowledge Centers + Nature

A unique feature of RTF centers on unlocking all the potential resources latent within a team. It involves leveraging 5 essential Knowledge Centers + Nature: 1) Rational – this harnesses the collective intelligence in the team and helps the team with focus; 2) Affective – this unlocks the emotional intelligence in the team and creates a context of safety and risk-taking; 3) Intuitive – this releases faster more creative decision-making and sense of direction within the team; 4) Passionate – this taps into a deeper drive and compelling purpose for the team; 5) Tactical – this aligns the team with physical action and movement; + Nature – this focuses the team on how to adapt to and leverage resources available in the operating environment. The 5 Knowledge Centers + Nature approach provides teams with a coaching framework that becomes “embodied” within the team throughout the RTF process.



## Sign up for Rapid Team Coaching Today!

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