

Helping Individuals and Organizations Build Great Relationships!

MARY O'NEILL

MAXIMIZING TEAM PERFORMANCE

Having a **unified and highly effective team** in place is probably the single most important determining factor when it comes to the overall success of any team.

Team building retreats offer an opportunity for participants to explore the most significant question any team could ever ask: what will it take to **create high quality, productive relationships**, respond successfully and get the work done?

To **maximize team performance**, every team member needs to know how to answer that question and integrate that wisdom into their work. That is the singular aim Mary O'Neill's Maximizing Team Performance Workshop.

BRING OUT THE BEST IN EVERY ONE

This program is based upon the foundation that **open communication, collaboration and the willingness to share ideas** is at the very heart of every team's success and its ability to remain functioning at its peak.

Each participant comes away with a deeper understanding of themselves and how they interact with others. They gain the knowledge of what it takes to maximize their own contribution and effectiveness and learn how to bring out the best in themselves and others.

ZERO IN ON SOLID TEAM BUILDING SKILLS

Participants learn **proven methods for building and maintaining teams that work smoothly, efficiently and harmoniously** together and explore the essential traits every team must develop to function at its best. The most important characteristics of effective team members are covered, so each participant knows how to keep motivated, on track and moving forward.

Team members will learn how to **assess and treat** their own **challenges**, and explore in-depth the following core issues:

- Communication
- Team culture
- Leadership
- Change
- Problem solving
- Conflict resolution
- Stress
- Accountability

BENEFITS

- Increased Productivity
- Increased Trust and Respect
- Positive Environment
- Clarity of Purpose
- Defined Goals
- Clear Roles and Responsibilities
- Shared Leadership
- Collaboration and Cooperation
- Open Lines of Communication
- Conflicts Addressed Quickly
- Effective Decision Making
- More Effective Meetings
- Individual Accountability
- A Sense of Achievement

HAVE FUN AND TAKE OWNERSHIP!

During the program, teams utilize assessments, **define opportunities for growth, celebrate strengths, define priorities and develop leadership skills.** Team building exercises, games and activities are interweaved throughout the entire program to accelerate learning and **create an atmosphere of high energy, fun and enjoyment.** Teams create action plans, take ownership of their future and work toward improving consistently and sustaining positive outcomes.

ASSESSMENTS:

Participants may also benefit by taking one or more online assessments to **establish a baseline** of information about themselves and their group as a whole. These tools help in **uncovering patterns of behavior individuals wish to improve, enhance or change.** During the workshop, individuals build upon this foundation and set goals based upon interpretative results.

In **The Maximizing Team Performance Workshop**, Mary often utilizes the following online assessments:

- **Myers-Briggs Step II** – This instrument reveals individual **personality types and preferences** and provides key information about team members communication and leadership styles. It also explains the strengths and needs common to the individuals' type.
- **FIRO-B** (Fundamentals Interpersonal Relations Orientation-Behavior) – This assessment tool helps participants explore and expand their understanding of **how their behavior impacts others.** Key aspects of personality and behavior, such as communication, problem solving, decision-making and interpersonal relationships are measured, providing a clearer picture of how team members perceive themselves and others.

Workshop Format: 2-3 Days

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