

# T.E.A.M.S.



## *Teams Evolving and Mastering Success*

### **PURPOSE**

T.E.A.M.S. is dedicated to helping the members of a team improve their performance and quality of life.

### **WHY BUILD A TEAM?**

Solid teams are able to accomplish great feats in the face of barriers such as inadequate resources and environmental resistance.

### **WHY USE THE T.E.A.M.S. SYSTEM?**

- T.E.A.M.S. provides the tools and means for groups to discover and clarify what makes the group effective or ineffective and allows them to make the necessary adjustments.
- T.E.A.M.S. allows teams to forge ahead confidently knowing they can sustain and improve the team through a periodic and systematic process.

### **WHAT DOES T.E.A.M.S. ADDRESS?**

- Work Management Skills: How the team determines and manages the specific tasks and resources related to their mission.
- Group Processes: Group functions such as

participation, meeting management, learning, creativity and many other areas.

- Relationships: Feeling, attitudes and behaviors that most reflect the teams' interpersonal relationships.
- Leadership: How the team leader functions to support and facilitate all aspects of the team process and the specific elements of team functioning covered in the survey.

### **WHAT T.E.A.M.S. CAN DO FOR YOUR ORGANIZATION**

- Empower group responsibility
- Create comprehensive, targeted assessments of a team's developmental needs
- Enhance executive coaching programs
- Determine whether a team is right for a specific situation
- Transform work groups into real teams
- Provide pre and post assessments for effective training or development programs
- Provide the structure for dynamic productive tune-ups at regular intervals

### **FEATURES OF T.E.A.M.S.**

- T.E.A.M.S. provides an in-depth computer report

- Reports are designed to facilitate the follow-up discussion
- There is a comprehensive manual for data interpretation

### **WHAT SOME T.E.A.M.S. PILOT PARTICIPANTS SAY:**

"This is an executive's tool kit. What you have heard is what every company needs, whether they are focusing on building a team-based learning organization or not." (From the President of a \$100 million company that is actively engaged in building a team-based learning organization.)

"I have a client group that has been struggling for a year over their role. Your manual made it clear to me that what the group has been struggling with is whether they are or should be a team or a work group. It give me tools to help the group past this point that they have been stuck on for so long." (From an experienced senior level consultant working with a very high level group in a Fortune 500 company.)

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