

L.E.A.P Effect - Team Alignment

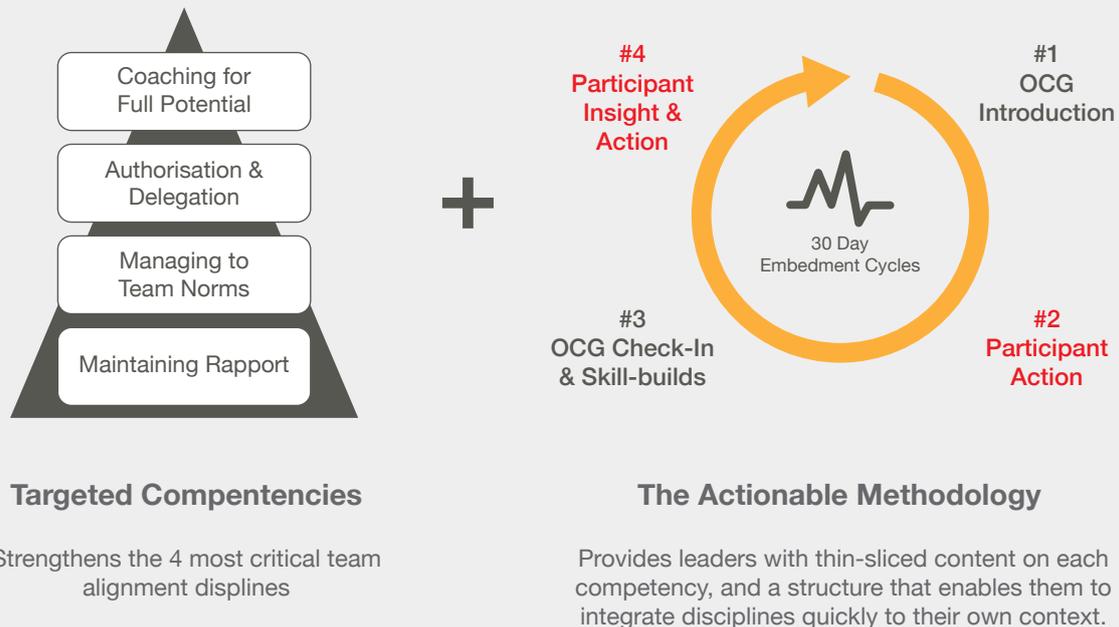
○ What we offer?

With so much uncertainty and disruptions impacting the workplace these days, there is no better time for Managers to adjust their leadership routines towards ensuring the most fundamental of needs of both their reports/teams and the enterprise remain at the forefront of their considerations and well satisfied. It's a core element of what we refer to as the L.E.A.P. Effect and it's what we now able to offer through our **Team Alignment** program which can be delivered in both open and customised formats based on need.

○ How does the program work?

Our Team Alignment program targets the 4 key disciplines that are considered most essential to team connectivity and performance; refer our **Manager-Employee Relationships** opinion piece for further explanation.

Our program treats each of these disciplines as its own learning module/competency and guides management participants through their use over 4 consecutive monthly embedment or "actionable learning" cycles as shown below -



All participants are assigned to a small group learning cohort and are guided through their program by an experienced OCG Leadership Facilitator/Coach.

We have found this small group format to be the preferred option for workplace leaders as they feel supported and are willing to share their challenges with each other in and outside the facilitated sessions.

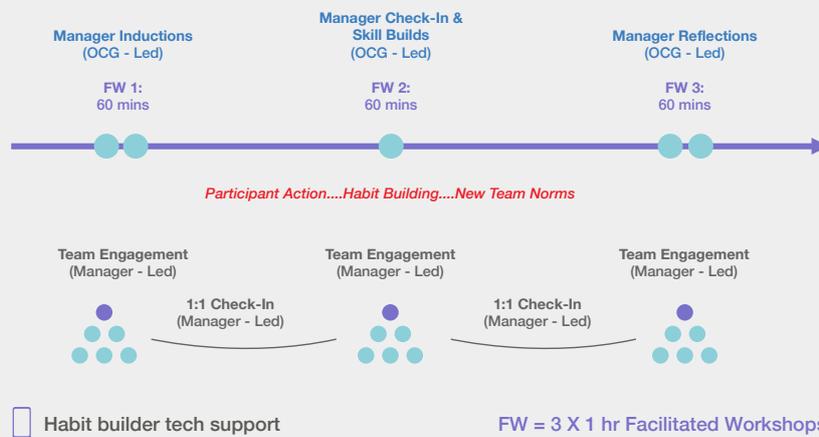
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○ What's involved in an Actionable Learning Cycle?

Each module involves 3 x 1 hr facilitated sessions spaced over a 30 day period.

Session 1 is an induction session and is supported by topic “pre-reads”. Following each induction session, participants leverage our practical “how to” tip sheets as they integrate these disciplines into their routines. They can also access our online Habit Builder platform to capture their thoughts, share their feedback, and commit to specific behaviour which they track over the tracking period.

The remaining two facilitated sessions are suitably spaced so they can be utilised to expand on specific techniques, assess progress and barriers, and redirect further habit building efforts as shown below -



In summary, each learning cycle involves an investment of 3-4 hours participation in facilitated sessions plus on-site application and reflection.

○ What are the expected benefits?

- Genuine clarity in the leadership focus essential for building and sustaining an effective team.
- Practical techniques for anticipating and responding to team member anxiety and concerns.
- Meaningful leader-member connections built through the conversations around most employee and business critical needs.
- Sustainable team cultures and performance that can continue to adapt to changing circumstances.

The L.E.A.P Effect

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