

Team Growth

Does your team have potential to grow?
Is your VUCAH* environment tough?
Could your team benefit from tailored support?

What is it?

Team growth is about high performing teamwork. It involves collective awareness and connections within your team and with stakeholders.

It's about building team resilience to help navigate our VUCAH* environment.

It means working on how you work, learning together and reducing silos.

It involves realising the power of your collective capacity and capability, rather than focusing on individual expertise and delivery. The sum can and should be greater than individual parts.

Think of your team as a tree.

I'm like your personal gardener – nurturing your growth. I provide just the right quantities of water, fertiliser and sunshine, at just the right time, all tailored to your specific environmental conditions. If you need it, I can be a stake to lean on too!

Who is this for?

All senior and middle level teams wanting to grow. Agile, virtual, new, or established teams all benefit.

*VUCA = volatile, unpredictable, complex, ambiguous, hyperconnected

High Performing Teams are like trees

The roots, trunk, branches and canopy need to work together to meet market and stakeholder demand. All while experiencing VUCA* conditions – drought, rain, strong winds, pests and disease, transplanting, and changing stakeholder needs.

Refer to growtobe.co.nz for more fun with the tree analogy



Grow to be your potential

What clients say?

It enabled us to have the conversations we need to have together, and ultimately this helps us collaborate and better deliver what we need to deliver. Alan, senior leader.

It was a complete reengineer of how we operate as a team, as leaders, as a system, and as people, and it took consistent, continual investment. It was very challenging, but worth it. Gary, senior executive.

How does it work?

EVERYTHING I do is tailored to your particular environment. To that end we'll begin with a needs assessment - like a soil test. To understand what is working well and what needs attention. Depending on findings and resources available, we'll collaboratively design a growth programme that works for your team.

For example, we might run a series of half day team sessions over a 6 to 12-month period.

We'll experiment with tools and techniques, including building self and team-awareness, creating new habits, new ways of working, and most importantly embedding them in BAU.

We will most likely end by reflecting on progress made, identify any further adjustments required.

What's the benefit?

Depending on what we focus on: collaborative leadership, dealing with change and uncertainty, better decision making, reduced silo's, conflict resolution, improved strategic thinking and problem solving, maximising strengths, stronger relationships with each other, staff and stakeholders, improved wellbeing and resilience, better value for stakeholders and more.

What next?

Contact me for a no obligation chat about your team growth story.

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