

The Shared Journey of Our Team

Five Individual and Team Practices in Innovative and Interactive Team Cafes

PURPOSE

This is a series of professional masterclasses consisting of five cafés, customized to an organization and their team's developmental needs. These cafés are based on my years of team and organizational development experience and successes. This organizational series will engage your team in thoughtful and insightful dialogue to build and strengthen your team's working relationships. This will strengthen the trust of one another, enhance confidence within the team, and ensure that every team member will be clear about each other's expectations, within an interdependent team environment.

FACILITATOR

Martin Itzkow, FRSA is a highly-skilled Executive Coach, Leadership Strategist, Trainer and Organizational Renewal and Transformation consultant. He is a Barrett Value Centre (U.K.) Certified Culture Transformation Consultant, and a "Deep Change" Certified Spiritual Intelligence Coach (U.S.).

Recently, he has contributed a chapter to a book this year to be published in the U.K. titled "Leading Compassionately: Living Together in Safe, Healthy and Purposeful Organizations".

ANTICIPATED OUTCOMES

Martin will facilitate a series of 5 practical team-building cafés where each member of the team, including the team leader, will explore, reflect and practice non-judgmental dialogue and focus on achieving the following outcomes:

- Fostering its culture of innovation;
- Considering the work relationships at work in your team, in high change environments;
- Understanding the right growth mindset;
- Exploring your team's use of experimentation and innovation;
- Creating the benefits of being safe and healthy as a team;
- Identifying your team's safety around potential failure and learning to be better together; and
- Ensuring that you are a value-driven team in alignment with the organizations and teammates core values.

Each café reflects a practice selected to challenge, enlighten, and, without judgment, encourage new conversations to take form in meaningful ways. The café will be a safe space where mutual learning will take place. There will be times for individual reflection, and, most importantly, ways to celebrate the team, its hopes, desires and anticipated future successes. This will reflect the combined effort and progress to build a cohesive team in these cafes, living their collective team values as they pay attention to aligning with their personal ones.

FOR WHOM

Current and developing teams of no more than 15 people will comprise a café. The individual members will need to commit to attending all five cafés in order to gain the maximum benefit from the dialogue, mutual learning and commitments made to each teammate to enhance the team culture within each session.

PROCESS

These five cafés will be convened over a period of 10 weeks, where one café will be held one week and then the following week the team will put into practice what they have learned from the previous café. The following café will start to “unpack” their learnings and then carry on to the new practice.

Each of these creative, engaging and interactive cafés will take place over a three-hour period. They will integrate individual, paired and group discussions based on a range of ideas, concepts, and provocative questions. A number of creative and interactive tools and worksheets will be provided to assist in this learning environment. In the end, each member of the team will create their own personal development plan, aligned with the team’s culture plan of action.

When appropriate and perhaps spontaneously, the facilitator will introduce a number of team development models to enhance the learning of each of the team members. Team leader(s) will have access to two separate one-two hour coaching sessions to address any ideas, concerns, and questions they may have in order to strengthen their learning to consistently apply what has emerged in the team learning.

Contact Martin Itzkow, FRSA for more information.