

Proposed Team Formation Agenda

A. Outcomes:

1. Initiate the Development of a Team Culture.
2. Transition the Team to Operational Viability.

B. Methods/Agenda:

1. Set-up (10 Minutes). The Facilitation Team Leaders provide a framework within which the event will unfold. The participants will become familiar with the agenda and the handout materials.

2. Learning Game (30 Minutes). A learning game will provide the "ice breaker" and become a lens through which participants will begin to see each other as members of a problem solving team.

3. RGB Lecturette (10 Minutes). A brief description of the R-G-B work style preference categories will be provided sufficient that participants will be able to self-select for an appropriate category.

4. RGB Self-selection Exercise (5 Minutes). Participants move to the sub-group they have selected to complete the first task. Members of the sub-groups can shift from one sub-group to another to improve their sub-group RGB-strength.

5. RGB Inventory Results Display and Implications (15 Minutes). Each participant will receive the results of the RGB Inventory they completed in advance, discuss implications, and have a final opportunity to shift sub-groups.

6. Task 1 - Create RGB Team Operational Meanings (20 Minutes). Each sub-group will create meaning and emphasis for their special contributions to a problem solving team effort.

7. RGB Reports with Questions and Answers (30 Minutes). Sub-groups will report out the results of their task, and the larger group will reach conclusions regarding the "best" team mix for the problem solving challenge ahead.

8. Team Attributes (30 Minutes). The group will develop a list of attributes to be used by team members. These attributes will be used as alternative solutions are developed and emphasis is shifted to implementation. The results of this dialog will become the "team culture" that defines team interactions.

9. Defining and Filling Team Roles (30 Minutes). Various essential roles will be identified and filled based on individual observations over the course of the event thus far.

10. Transfer the Step 6 Charter (30 Minutes). The results of the Coaching Lab challenge focus will be described and clarified by a source present at the Coaching Lab to be sure that dialog is realistic and straightforward.

11. Develop a Problem Solving Timeline (15 Minutes). The Team will develop a viable timeline for challenge resolution within the constraints presented by the challenge.

12. Team Transition and Event Closure (5 Minutes). The event closure transition the volunteer-members to active team status marked by a team photograph and event evaluations and the presentation of a Team Membership Charter Certificate.

Note: The above is 1/2 day of Team Formation. An additional 1/2 day of Team Facilitation Training can be undertaken to develop facilitation team skills and would include Facilitation Roles in greater depth, specific planning and problem solving Models, and graphics. The full-day (on the same day) fee is \$2,500.

C. Resources:

1. 4 Hours for the event.
2. Includes up to 25 participants from the same survey group.
3. Advance completion of the RGB Inventory by all participants.
4. Location and refreshments to be provided by the client organization.