

Team Diagnostic International:

The map and path to team excellence

Alignment

Goals & Strategies

Accountability

Proactive

Decision Making

Resources

Team Leadership

Trust

Respect

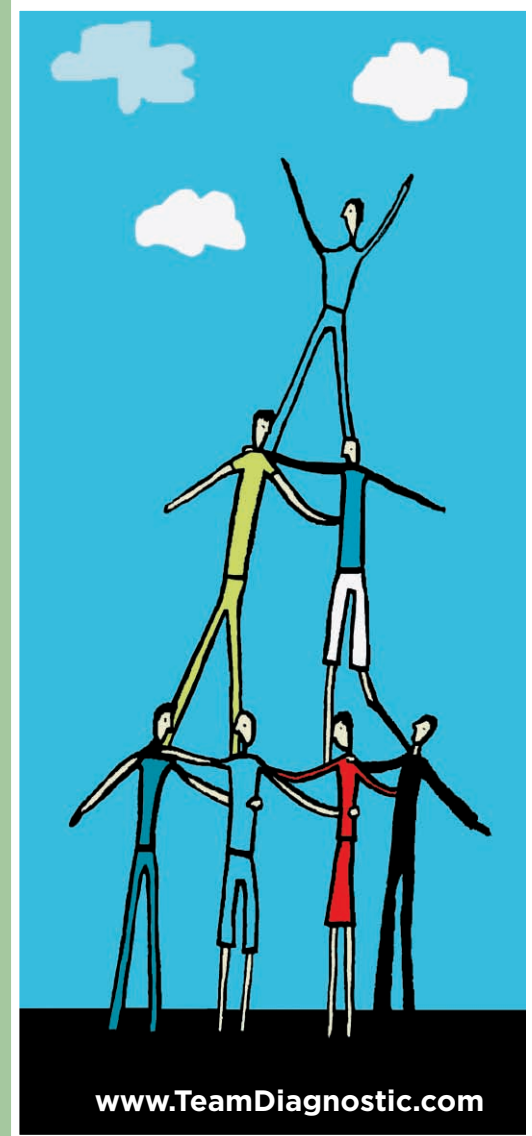
Camaraderie

Communication

Constructive Interaction

Values Diversity

Optimism





At Team Diagnostic International we offer:

- ▲ A proven way to measure the system that is the team
- ▲ A comprehensive model that defines strengths teams need in order to succeed
- ▲ Coaching and training programs
- ▲ And on-going structures and processes that take the team from where they are to where they need to be in order to produce sustainable excellence

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Teams are the engines that drive successful organizations

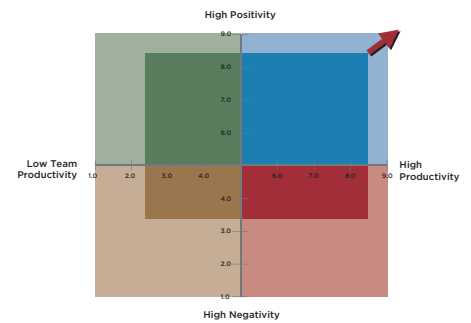
Teams produce results that individuals simply can't, acting alone. Today, the workplace is a maze of teams: intact, cross-functional, project, virtual...and the pressure is on teams to form, perform and disband at an astonishing rate. Simply understanding how to work with the team as a dynamic system is an essential starting place. Building high-performing, sustainable teams is a challenging, on-going process.

Welcome to our world.

Four advantages of the Team Diagnostic Stellar approach

1. We work with the team as a system.

This is the key differentiator. Systems theory shows that a team and its interrelationships comprise a dynamic system. The sum of the system is greater than the sum of the individual parts. A team is a system. In order to have maximum effect we must work with the team as a whole system whether that team is a permanent or project team, a functional or cross-functional team.



2. The Stellar Team Model clearly defines the necessary strengths for sustainable, high-performing teams.

Teams exist to produce results. Research shows that the most successful teams have the means in place to take action **and** they build effective relationships to motivate and sustain that action. The Stellar Team model is built on these two fundamental axis: factors that optimize productivity and factors that promote positivity. Having the tools and material is not enough to achieve outstanding results without a high level of positive engagement.



The Stellar model defines seven (7) separate productivity factors and seven (7) positivity factors. This constellation of strengths provides a complete picture for high-performing teams.





We believe:

- ▲ A team is a living system with heart, desire, and boundless potential.
- ▲ A team thrives on excellence.
- ▲ The most successful organizations in the next 20 years will be those that have learned to maximize the power of teams. That's where the leverage is.

Our mission:

To create sustainable, inspired, high-performing teams.

3. The Stellar Team assessment is an **accurate benchmark** of the team and a **detailed map** for on-going development.

Using the strengths criteria from the Stellar Team Model, the TDI assessment calculates a team profile using standardized statistical analysis. This is not a generic survey.

The Stellar Team assessment is a customized, proprietary and confidential assessment of each individual team. The process is implemented on-line in order to minimize team members' time.

The result is a profile that graphically maps a footprint of the team system and clearly identifies areas for leveraging team skills to optimize positivity and productivity.

4. **Team coaching** creates systemic alignment and flow for maximum effectiveness.

The team profile provides a map for closing the gap between where the team is today and where it can be. TDI provides a range of team skills training and team coaching customized to each team. We combine these practices and processes with rigorous follow-up and accountability to reach team performance goals.

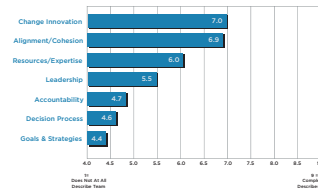
We have a win-win mentality on our team; one person's gain is NOT another person's loss.

There is a high level of accountability and follow through on our team.

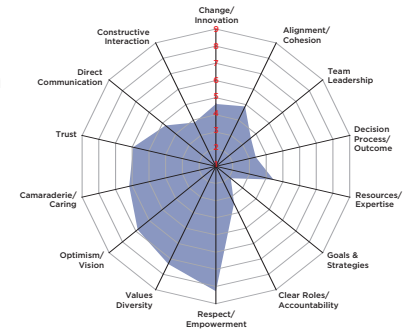
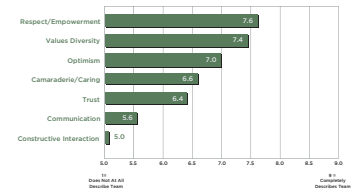
There is underlying sense of hopefulness on our team.

We regularly provide each other with constructive feedback.

Productivity Strengths Scores



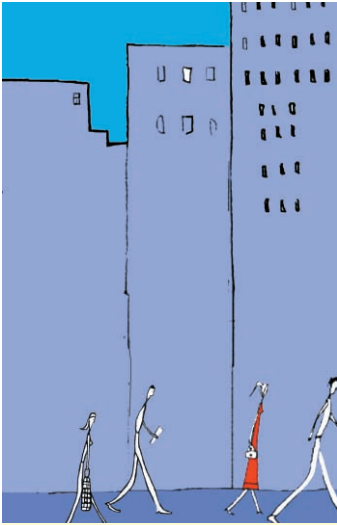
Positivity Strengths Rating



The Process

There are five (5) steps in the Team Diagnostic process with teams:

1. Initial discovery session. Identification of team members and definition of this team (i.e., project, cross-functional, virtual, self-directed). Development of customized questions.
2. Team Diagnostic assessment completion, benchmark, profile and report creation. Coaching and development plan proposal.
3. Delivery of team profile with team coaching and development. Off-site typically 2-5 days.
4. Follow-up team work: 1-2 times per month, on-going.
5. A follow-up Team Diagnostic assessment at 6 months to create a benchmark and progress report and refine on-going team work and development.



The Team Diagnostic assessment is now available in:

- ▲ English
- ▲ Spanish
- ▲ Japanese
- ▲ Finnish
- ▲ German

The Program

Team Diagnostic Assessment and Profile Report

A customized report for the team based on the team's assessment results, designed to optimize team development.

Team Skills Training

Fourteen modules corresponding to strengths in both productivity and positivity and a library of support materials.

Team Training Intensive Workshops

Developed and delivered with The Center for Right Relationship, the workshops are designed for team leaders, HR professionals, OD consultants, Executive and Corporate Team coaches — anyone who works on a team, leads teams, or works with teams. These workshops provide participants with the conceptual framework and foundational competencies for understanding the dynamics of a team as a system. The workshops also include working with the Team Diagnostic assessment and profile, and Team Skills training necessary for on-going team development. The workshop is interactive and experiential; participants leave with new awareness, tools and skills they can apply right away.

The Foundation

The Team Diagnostic model and assessment are based on the latest work in Emotional Intelligence, Appreciative Inquiry, Positive Psychology, systems work, change management, and team research conducted at leading universities. Our systems approach to team coaching is based on the groundbreaking work of Marita Fridjhon MSW, CPCC, PCC, and Faith Fuller PhD, CPCC co-directors and founders of The Center for Right Relationship and creators of the advanced coaching curriculum, Organization and Relationship Systems Coaching now offered through The Coaches Training Institute (CTI).

Contact Us

Phillip Sandahl, CPCC, President

Phillip Sandahl is a Certified Professional Co-Active Coach, an internationally recognized leader in the profession and co-author of *Co-Active Coaching*, considered the leading text book on professional coaching. Phil is an experienced international trainer, speaker and author, and a senior faculty member for The Coaches Training Institute (CTI), the largest coach training organization in the world. Phil is also an experienced leader of the 10 month CTI Co-Active Leadership Program with proven expertise working with leaders, groups and teams.

Alexis Phillips, CPCC, Vice President Corporate

Alexis Phillips is a Certified Professional Co-Active Coach and thought leader in the field of organization and team systems coaching, an experienced organizational systems team coach and developer of the Team Diagnostic assessment and Stellar processes. Alexis brings more than 15 years experience in team selection and development to her work with Team Diagnostic. A partial listing of clients includes: Oracle, Microsoft, Corbis, ITP, Compaq Computer and Market Tools. She is the founder of the Organization Systems and Team Coaching Special Interest Group (SIG) for the International Coach Federation.