

COURSE TITLE:

Accelerate Success: Building a Unified Culture during Organizational Change

This full day program is designed to orient teams to the foundations of creating a culture of empowerment, inclusion, and engagement. By providing evidence-based best-practices, exploring their own strengths and areas for improvement, and supporting each other’s participation in large and small group activities, teams will leave with the knowledge and skills to work together in a more productive and collaborative manner.



DESCRIPTION

According to a recent McKinsey survey of executives, only 23% reported that their reorganization met its objectives and improved performance. That’s a 77% failure rate! Organizational restructuring requires a significant investment in time, money, and energy, so why not lay the foundation to ensure a solid return on your investment? This day-long program paves the way for success by equipping newly merged, restructured, and reorganized teams with the language, knowledge, and culture needed to hit the ground running, and stay in the race as an empowered and unified team.

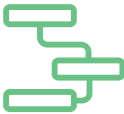
 FULL-DAY | LIVE RECOMMENDED

This Program is Best For:



Reorganization + Mergers

Organizations planning a reorganization or merger and wanting to ensure that members from different teams are supported in merging their skills to create highly aligned, productive, and engaged teams with well-defined, unified cultures.



New Team or Departments

Organizations that are creating a new team or department and want to proactively and strategically align members on the values, norms, and behaviors that will shape their team’s culture.



Disjointed or Misaligned Teams

Organizations with teams that are currently disjointed or misaligned on the behaviors, norms, and processes that support a unified team culture who are looking to align, empower, and engage.

THE FLOW

PROGRAM KICKOFF

We'll start the day with an introduction to the goal and format of the program, setting the stage for an engaging, collaborative, impactful program.

PSYCHOLOGICAL SAFETY

This module will engage participants to create the necessary environment for the day's program, as well as for ongoing healthy, productive, and responsive working relationships among the team.

GIVING & RECEIVING FEEDBACK

In recognizing that transitions are ongoing and change is a constant, this module equips teams with the skills to engage in an ongoing feedback cycle to assess the current status and plan for future improvements.

FOUNDATIONS FOR INCLUSIVE COLLABORATION

We'll level-up team dynamics by aligning members on what it takes for successful collaboration, and how team members can leverage their individual superpowers to support the success of other team members and the team as a whole.

MINDSETS OF CHANGE

After establishing best practices for thoughtful interaction, we'll begin to explore common reactions to changing situations, and how to leverage the resources within the team to overcome resistance and provide support for a transition.

PROGRAM CLOSE

At the end of the program we'll engage the entire group in a large-scale brainstorm and creation of a charter that will outline agreements on new ways of working that will support and develop the team's culture and values.

EXPAND IT

- **Assessment of Values and Concerns:** Not sure exactly where to start? Or what your team's most pressing concerns are? Work with Fairplay to create and administer a diagnostic that will give you valuable insights on what your team needs most right now.
- **Listening Sessions:** There's no more effective way to understand the needs of your team while building trust between the ranks than conducting 1:1 listening sessions. Fairplay can coach your leadership on how to craft and conduct effective sessions, or can partner with you to conduct sessions and provide you with detailed feedback and recommendations for moving forward.
- **Reporting and Coaching:** For each of the above options, Fairplay will provide a comprehensive report of our findings as well as coaching on next steps and implementation to ensure a successful team transformation.

Extend It:

- **Growth Mindset:** Reframe challenges as opportunities for growth.
- **Enterprise Mindset:** Use systems thinking to make the most of interrelated role.
- **Make or Break Inclusion Moments:** Inclusion requires action, and that starts with awareness of relational moments