



The Howells Group, Inc.

Bringing Business to Life

# Team Development

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## At a Glance

- Leadership team offsite retreats (design, facilitation & follow up)
- Team development sessions (team functioning, product launch, innovation, decision making, conflict)

## Who Benefits?

- New teams
- Employees who are in need of conflict resolution training

## Summary

Collaboration is crucial for an organization's success in the 21st century. Increased diversity, globalization and speed require employees at all levels to expand their teaming skills. We offer tools for teams and their leaders to create increased collaboration, efficiency and team member satisfaction.

All our team development work includes quality needs assessment to determine the organization and the team's readiness. We then build an event, process or intervention that is tailor made for the given situation. We use a variety of team learning methods, including experiential "action" learning tools, discussion, case studies as well as presentation to keep learning practical & lively!

## Our Approach

To ensure quality results for our clients, we use a 5 step approach:

### ***1. Assess, Understand Client Needs***

Every session requires a thorough needs assessment. Each group is unique including their history, leadership, team members and level of development. Careful listening and planning helps ensure strong results. Email surveys, phone conferences and background reading of important document helps to ensure this fundamental understanding of your organization and specific needs.

### ***2. Tailor Session Design to Needs***

After a clear understanding of the needs and issues has been established, specific objectives are designed for the meeting. Often the client needs a blended approach, working both with the people issues and strategy. These areas usually go hand in hand and we customize the approach, the information and the methods utilized in a meeting to meet the client's needs and goals.





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## ***Our Approach, cont.***

### **3. Partner with the Client for Results**

We carefully partner with the client representative, usually a decision maker, throughout the process. We check in to make certain we are “on track” and aligned as the process evolves, involving the client appropriately throughout the process.

### **4. Facilitate For the Desired Results**

We facilitate the meeting using a variety of learning tools and group processes with the end goal in mind. For example; if tough issues need to be surfaced and discussed, the facilitator works to make certain this goal is met. If creating alignment around organizational direction is a key goal, the facilitator focuses the group to that end.

### **5. Follow up**

Follow up is essential to success. We make certain we check in with a client to help hold the group accountable to the agreements and goals they made in their meeting. This is usually included in the original contract agreement.

## **Client Examples**



**Barco Medical Imaging, the medical division of Barco worldwide**, was dissatisfied with the collaboration between headquarter employees in Belgium and a satellite office in Beaverton, Oregon. Product development was slowed and issues often unresolved as the two offices found themselves frustrated in communicating across time zones, cultures and the Atlantic. The Howells Group team assessed the environment and pinpointed key issues via email survey and phone interviews. By designing and facilitating a customized 3 day offsite learning event, divergent opinions, backgrounds and engineering cultures came together and found common ground. Conflicts were addressed and collaboration was enhanced, facilitating positive movement in working relationships and product development. (Sam Phenix-Starr, Barco Engineering Manager)



**American Red Cross**  
Blood Services

**A not-for-profit held its first ever leadership retreat** connecting manager from multiple locations. Karen Howells offered high energy style as a speaker, assisted the planning team to create a theme and built a design involving the audience in multiple learning activities for a memorable day and highly acclaimed “first” for key leaders in the organization.