

Strategic Knowledge Solutions

Collaborate... Educate... Innovate...

Teams of Leaders

Many teams face the challenge of having to become effective in a very short time while working across organizational, cultural, or industry boundaries. Although team building seems intuitive, in some teams, the diverse backgrounds, agendas, and perspectives complicate things—even rendering a team dysfunctional.

A Unique Approach to Help Your Organization

Teams of Leaders is a unique approach that helps your organization form, launch, and support cross-boundary teams faster and more effectively. This approach will:

- **Speed up team development**
- **Improve team collaboration**
- **Increase situational understanding and problem solving**
- **Improve team performance**
- **Increase capability to work virtually**

Different from hierarchical teams found in most organizations, Teams of Leaders consists of leaders from different organizations brought together to leverage the expertise, experience, and resources of their entire organization. The members most often have no authority over one another, come from different cultures and levels of experience, and may even have separate agendas. At any time, each member of the team may be placed in a lead role for a specific project or part of the overall project.

Teams of Leaders is a new approach that overcomes the obstacles of diversity, geography, and culture that usually slow teams down, enabling them to achieve higher performance faster than traditional teaming practices.

Achieve High Performance Faster with Teams of Leaders

Teams of Leaders is a set of practical thinking drills and organizing tools that can be learned in a few days. This approach applies and balances three key elements—*information management, knowledge management, and leader-team qualities*—with a team development method called the **Leader Team Exercise**, which causes the team to think and learn more quickly.

This combination helps improve team communication and collaboration, which rapidly develops a shared purpose/vision of the overall objective, goals, and strategies; increases situational understanding; clarifies the roles of each team member; builds trust; and improves team competence.

As the team develops trust and actionable understanding, it performs successfully, which in turn develops confidence and generates even higher performance.



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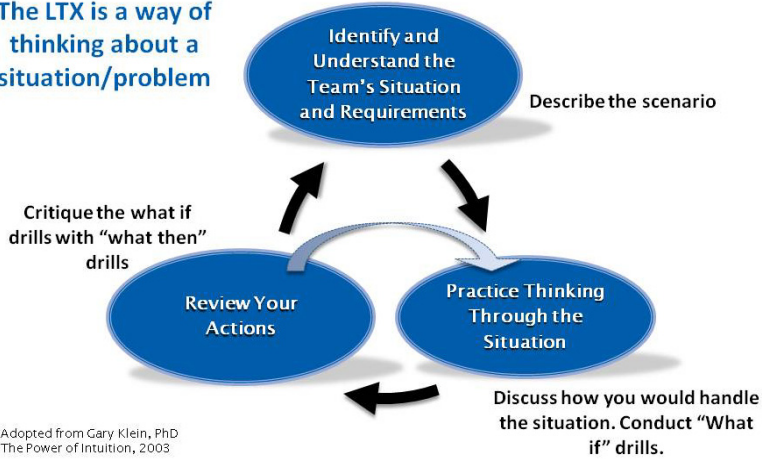
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www.StrategicKnowledgeSolutions.com

SKS is a consulting firm focused on expertise development, organizational learning, and knowledge management practices and application. Our proven learning approaches produce immediate benefits by applying key experiential learning and knowledge-based strategies to improve individual, team, and organizational learning and performance.

The Leader Team Exercise: The Heart of Teams of Leaders

The LTX is a way of thinking about a situation/problem



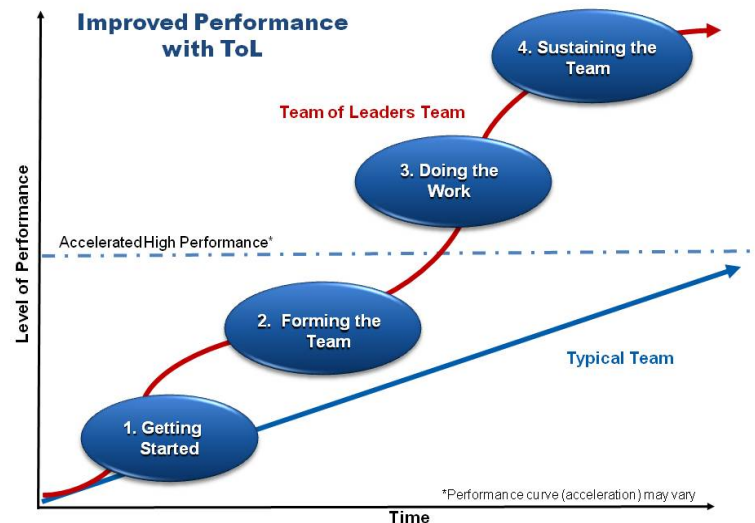
- **Punches Through Barriers:** Identifies and overcomes obstacles to build constructive relationships.
- **Bridges Boundaries:** Enhances communication and understanding with mitigated misunderstanding.
- **Conducted in Context:** No operational interruption.
- **Plug and Play:** Easily adapted to any environment, leader-team, or decision.
- **Quick and Easy:** Most exercises last only a few minutes.

At the heart of our Teams of Leaders approach is the Leader Team Exercise—a way of understanding and working through problems and decisions as a group. While leader-teams may agree on the desired outcome, they often have philosophical differences on the approach. The Leader Team Exercise helps build a common mental model that focuses the team's vision, effort, and ability with reduced friction so team members may come to understanding and agreement faster. In the process, it builds a common trust by drawing out the collective competence of the team, resulting in the confidence your team needs to address new situations.

Accelerated Performance vs. Typical Teams

Our Teams of Leaders approach is proven to provide accelerated performance greater than typical teaming methods.

- Provides a deliberate methodology for launching a new team or revitalizing an old team.
- Senses what combination of practices and expectations to stimulate.
- Works with virtual and collocated teams.
- Emphasizes relationships and workarounds.
- Goes beyond traditional "train to task" models.



The SKS Teams of Leaders Approach Can Help You

- The Teams of Leaders approach is most effective on multidisciplinary, cross-cultural, and interagency teams.
- The time invested in effectively forming and launching a team provides a ten-fold or greater return on investment.
- More effective teams decrease costs by identifying and overcoming obstacles before problems incur additional costs.
- SKS can coach your organization to form, operate, and sustain more effective teams through a series of workshops and seminars. These workshops can be as short as a day or as long as three days. Using our coach-the-leader methodology, SKS can train a core group within your company to continuously build the Teams of Leaders capability.

Contact Us



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For more information about how SKS can help you enhance your organization's teams, contact:

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