

Organizations are more successful when their individual members work smoothly together in groups, teams and departments. Beyond the group's daily work responsibilities, the continuous demands of changing markets, developing technology, and shrinking resources further challenge the group to perform at their best.

Teams need to be resilient, flexible and creative in their ability to ride the waves of these turbulent seas. Professional and technical skills need to be in balance with group dynamics and interpersonal skills. This balance of skills differentiates good teams from great ones.

At Eastman & Guare we bring the knowledge and skill of group dynamics as well as the pragmatic experience of working with many different types of teams in numerous business settings. We know what works and what doesn't work and can take your team through a development process that is designed to build internal capacity and support sustainability.

## Team Development Benefits

- Identifies and removes obstacles that prevent team from achieving peak performance
- Teaches and models successful techniques for team performance
- Enhances individual and team communication skills
- Builds and improves working relationships

## Team Development Components

- Assessment - Identify root causes
- Engagement - Involve managers and staff in change process
- Design - Select customized and collaborative processes and interventions
- Implementation - Deliver, facilitate, and manage the process