

Ultimate Game Plan™ Team Away-days



“Advancing Team Cohesion”

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Ultimate Game Plan™ Team Away-days

Most of us will have experienced times in when work has been a “great place to be”. Not always as good as being with chosen friends and family, but almost. Often fleeting, we can remember a time when work afforded us the opportunity to excel at what we truly enjoy doing, fed our passions; and at the same time gave us the feeling we belonged to something with an honourable purpose (no matter how humble or world changing that purpose was).

This appears to universally apply to anyone and everyone irrespective of their scope of contribution or position internally or externally to our organisations.

In maintaining **motivation** at work there is great value in focussing on making our organisations more attractive through dealing with the common demotivators and hygiene factors such as working terms and conditions, and working environment, because these are often at the root of reported rates of job dissatisfaction. There is also significant value in education and training to raise awareness of many of the common demotivating factors.

In spite of this, **sustainable impact** and behavioural change within our teams and our leaders can be elusive. As all too often at a personal, team and organisational level we resort to tapping into personal fears of failure rather than the intrinsic motivators of feeling personally and mutually valued. We reach to use our fears as a driver, and, though tried and tested, it rarely leads to sustainable peak performance from the team or its individual members and can lead to heightened stress and anxiety. Something we can all do without in our modern lives.

Intrinsic motivators, such as personal drivers and sense of purpose, are unique and specific to the team as well as its individual members. And are influenced by the broader organisational context. Hence, a one size fits all, cascaded knowledge based solution, is rarely effective and sometimes can be counterproductive. As a result of the complexity and pace of our world today the old paradigm that all we need to do is train and educate, and then wait for self-motivation to kick in and ensure success, is long behind us.

The *Ultimate Game Plan™ team away-days* have been developed to fill a gap not fully covered by most traditional solutions for improving satisfaction in our work place. The day is designed to unleash your team’s collective confidence and enthusiasm to face the challenges that lie ahead. Team members including the leader will be able to create a link between their own goals and the overarching goals of the team and wider organisation.

The outcomes from the team away-days will also provide a consistent basis for **creating direction, developing mutual confidence, cultivating know-how, harnessing resolve and taking action** whilst unleashing the talent of everyone in your team and beyond.

What to expect on the team away-days

The team away-days will support the articulation of a game plan which ensures clarity and alignment of purpose as well as a unity of identity and the trust and confidence in the plan, the team and each other. And is synonymous with a transformational coaching experience.

During the development of your game plan you and your team will be facilitated in exploring;

1. “What we want and why we want it.” - by sharing a high level sense of purpose, individually and collectively. And enabling re-connection with the key elements of the team’s passion for achieving the collective mission.
2. The team’s collective source of confidence. – by sharing and developing a strong foundation for sustainable self-belief within the team. Providing impetus to deliver on the emerging challenges ahead.
3. The key potential barriers to success. – by developing a healthy and realistic understanding of the breadth and depth of the challenge.
4. Core strategies for breaking through the barriers. – by sharing a consistent approach for dealing with each key challenge, and alignment with the need for change in the wider organisation.
5. The team’s identity. – by ensuring there is a consistent basis for developing organisational credibility, value and reputation.
6. Next steps. –by agreeing a joint approach to integrating the outputs from the day into “business as usual” operations.

The Team based away-days is underpinned by a solid and robust team coaching framework based on Ultimate Game Theory™ developed through tried and tested transformational coaching practice.

To find out more about its suitability for application in your organisation, and to discuss how it may fit with other development activities and interventions, please contact enquiries@siententuk.com.

