BUILD EFFECTIVE TEAMS TO MAXIMIZE PERFORMANCE.
WHAT WE PROMISE, WE DELIVER.


What matters most to you?
How individuals thrive, better themselves and lead others? How interdependent teams thrive, collaborate to realize organizational goals and build sustainable performance cultures? How communities thrive, enable lives and advance futures?

What matters most to CCL?
Creating leaders who move their worlds.

CCL’s Levels of Impact:

Whatever your leadership challenges, we can help. CCL draws from a broad, deep array of proven capabilities to deliver the results that matter most to you.
We help interdependent teams at all levels collaborate more effectively to achieve organizational goals and build strong performance cultures. Steeped in deep research and best practices, our work with teams builds individual leadership skills, provides a collective capacity to learn and work together, and directly impacts business goals.

We work with team leaders, intact teams and senior leadership teams to maximize performance throughout organizations. Instead of many individuals moving through individual programs independently, imagine the power of teams of people moving through the programs together. Impact will be accelerated and team readiness will be enhanced.
Design Insight

Integral to our program design are answers to these questions:

- What are the business outcomes you need to achieve?
- What kinds of learning outcomes do we need to support?
- How has this team learned best in the past? And how will they learn best now?
- What are the themes we’re going to address from a content perspective?

This allows us to customize a leadership solution designed to work within the practical realities of your organization.

CCL’s Team Performance work combines research with real-world experience to help team leaders, intact teams, and senior leadership teams maximize performance and achieve results.

Is your project team a team? Is it really a work group? Does it matter?

Defining the word “team” may seem academic, but it helps you to be clear about your work and what kind of team is needed. Different kinds of work require different ways of working. For example, a group that periodically shares information is different from a multi-disciplinary team whose work is integrated or a project team trying to solve a complex problem.

Here’s what you need to know: The more interdependent the group, the more complex the work, and the more diverse the group’s goals, the more attention must be paid to how the team functions.

It is not enough to put a group of people together and call them a team. They need individual skills and the collective capacity to learn and work together.

Team leaders and team members need the opportunity to grow beyond their current abilities. CCL works with team leaders, intact teams and senior leadership teams to maximize performance throughout organizations.

“The CHP Leadership Academy has ‘delivered results for us – helping us manage change, develop a leadership cadre, and build an organization that grows through continuous learning.’”

Jon Abeles,
CHP’s senior vice president of Talent Management and Diversity
Team Development Capabilities

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<th>Individual Team Leaders</th>
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| Figuring out what it takes to lead a successful team is among the biggest challenges in business today. It’s difficult enough with a cohesive team that is located in the same place. Factor in teams that are anywhere around the world, representing different functions, backgrounds and agendas – and the challenge is immense.  

CCL’s open-enrollment programs including Leading Teams for Impact and Coaching for Greater Effectiveness as well as custom programs, team leader coaching, assessments and leadership resources are designed to provide the knowledge and skills that allow team leaders to be more effective. | Project teams, functional teams and other work teams are able to ramp up performance when they are strong as individuals, and as a whole.  

CCL customizes programs, workshops, special events, and speaking engagements for teams on key topics such as, boundary spanning leadership and collaboration. Additionally, we provide team development services targeted to the team’s needs which often focus on improved skills and behaviors; processes and performance; and communication and collaboration.  

These services include:  
- Team Diagnosis and Need Identification  
- Action Learning Project Coaching  
- Team Formation Coaching  
- Team Performance Coaching | When leadership teams are at their best, the positive effect is felt across an organization. Executive teams often seek the support of experienced team coaches to boost their collective leadership capacity. CCL’s senior leadership team coaching involves a select group of faculty working with executives. The goal is for the team to work more cohesively and effectively, manage complexity and change, and lead the organization to achieve what matters most.  

How do we do this? We offer customized senior team solutions, including:  
- Team Diagnosis and Need Identification  
- Senior Leadership Team Coaching – A team coaching process at the Senior or Executive Team level that better equips a team to achieve its objectives by promoting clarity and alignment around the team’s purpose and goals, enabling understanding and enhanced effectiveness in relation to their task and group processes, and building team cohesion for accelerated performance.  
- Executive Team Transformation – A team coaching process at the Senior or Executive Team level that prepares a team to implement large-scale organizational, strategic, or cultural change.  
- Expert Speakers for Workshops and Events |
Client Impact

Catholic Health Partners

A Critical Mass of Leaders Adapt, Collaborate.

Building Effective Teams:
- Participants created and strengthened cross-regional and cross-functional networks.
- Improved their understanding of team dynamics and strengths.
- Effectively built relationships that led to more creative processes and meaningful work.

Robert Wood Johnson Foundation

Ladder to Leadership: Developing the Next Generation of Community Healthcare Leaders.

Powerful Team Results:
- 85% reported an increase in workgroup collaboration.
- 90% indicated improvement in leadership effectiveness.
- 72% reported an increase in leading collaborative community projects.

There is an increased ease of doing business now. An ease of sharing best practices. A heightened sense of being able to reach out.”

A Textron Senior Leadership Team Member

Textron

Lasting Impact on Leadership Teams and the Organizations.

Better Business Results:
- Improved relationships, communication and collaboration among members.
- Better understanding of individual behaviors and their impact on others.
- The company is better equipped to identify root causes of poor team performance.
- Communication skills have improved.
- Team members have demonstrated an increased ability to coach and develop others.

“The application of the skills and assessments to our real-world situations, with feedback from peers we’d learned to trust, was incredibly valuable. There’s nothing in our professional community that we can’t tackle together.”

Robert Wood Johnson Foundation, Ladder to Leadership Alumni

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Leadership development is ALL we do.

For nearly five decades, we have leveraged the power of leadership to transform individual leaders, teams, organizations and societies. Our innovative solutions are steeped in extensive research and experience gained from working with hundreds of thousands of leaders at all levels – across six continents and 130 countries. More than a million leaders later, drawing from our extensive experiences and our expert faculty and staff around the globe, we help take your organization to new heights through leadership development.

We are ranked among the world’s Top 10 providers of executive education by Businessweek and the Financial Times, based on feedback from clients. So you can be confident we will deliver the results that matter most to you.

We create leaders who move their worlds. The results are transformative!