Leading Teams for Impact

Specialized Skills Leadership Program
Leaders of Cross-Functional Teams
We deliver results that matter – sustained impact for you, your business and the world.
Change the Group Dynamic

The ability to lead teams of all shapes and sizes is an essential skill – the key to getting things done in many organizations.

But working in teams doesn’t come easy. Team leaders and influencers need a strong grasp of group dynamics – plus a clear picture of their own skills and behaviors – so they can:

- **Engage team members.** Bring together a diverse group of people, often geographically dispersed.
- **Lead without authority.** Work within the team and across groups, functions and organizations, interacting with various stakeholders.
- **Manage conflicts.** Leverage constructive conflict and minimize destructive conflict.
- **Demonstrate commitment to the team.** Seek success beyond individual metrics.

Leading Teams for Impact is for Managers Seeking to Maximize Team Performance

- Leaders of cross-functional teams.
- Leaders who are responsible for creating team-based organizational systems.
- Team members who can influence leadership and collaboration on teams.

CCL’s Leading Teams for Impact gives team leaders proven methods to overcome group challenges, maximize team performance and achieve desired business outcomes.

**Leading Teams for Impact is a four-day program that provides:**

- **Awareness** – how a leader’s behavior contributes to team performance.
- **Knowledge** – a framework and tools to leverage the team.
- **Skills** – time to practice and apply new ideas and tools.

We’re committed to delivering *Results That Matter*; visit www.ccl.org/ltfi.
Leading Teams for Impact teaches skills that help teams solve problems and get results.

Matrixed organizations, cross-functional projects, interdependent departments and interconnected work – all these factors require people to work together, in teams. And teamwork requires collaboration, trust and accountability.

Leading Teams for Impact includes extensive assessment feedback, challenging experiential activities, individual and team coaching – all tied to a practical framework for team effectiveness.

When managers apply the knowledge gained from Leading Teams for Impact, they will be equipped to:

1. Boost team success by delivering results despite external pressures and limited resources.
2. Make trust and conflict management a shared responsibility of each team member.
3. Influence others within the organization, so that the team can achieve greater results.
4. Meet the changing – and often complex – needs of a co-located, virtual or dispersed team.
Choosing a Program

CCL programs target the real-world challenges unique to each level of leadership. Our Leader Development Roadmap steers leaders to the right development at the right time.

CCL’s Leadership Programs are grouped into five leader levels, making it easy to choose one that will match the needs, challenges and expectations of each participant.

**Leading Self:** Individual contributors, professional staff and emerging leaders

**Leading Others:** Leaders of individual contributors

**Leading Managers:** Experienced leaders who lead other managers or senior professional staff

**Leading the Function:** Senior leaders of organizational functions or divisions

**Leading the Organization:** Top executives leading the enterprise

By focusing on the skills critical for success at each level, your organization can see faster results.

The Leading Teams for Impact Program falls within the Leading Others, Leading Managers and Leading the Function levels and is created for any leader in charge of maximizing team performance.

We’re committed to delivering Results That Matter: Sustained Impact for You, Your Business, and the World.
Why Leading Teams for Impact?

- Research-based content, based on CCL's Team Effectiveness Framework, applies across geography and cultures.
- Highly experiential and action-oriented.
- Modules on trust and conflict.
- Team influence, virtual teams and goal setting activities.
- Outdoor, experiential team leadership simulation.
- Individual and team coaching sessions.
- Learning linked to organizational context, challenges and strategy.

<table>
<thead>
<tr>
<th>Description</th>
<th>Details</th>
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</thead>
<tbody>
<tr>
<td>Tuition*</td>
<td>$5,700 USD</td>
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<tr>
<td>Length</td>
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<tr>
<td>Average Class Size</td>
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<td>Instructor/Participant Ratio</td>
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<td>Coaching</td>
<td>Individual and team coaching during program</td>
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<td>Locations</td>
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<td>Language</td>
<td>English</td>
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<tr>
<td>Scale-up Option</td>
<td>Send multiple managers to CCL or run a full Leading Teams for Impact Program at your location.</td>
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* Tuition price is based on regional point of delivery and is subject to change.
Prepare...Engage...Apply...

Leading Teams for Impact increases a leader’s awareness, knowledge and skills tied to team effectiveness. In order to receive the most from this program, leaders should:

**Prepare:**
Leading Teams for Impact includes a comprehensive assessment of the leadership skills necessary for today’s team leaders.

**Pre-program assessments:**
- Give a detailed picture of the individual behaviors and preferences that impact team dynamics.
- Focus on how individuals may be building or breaking trust in their teams.

**Engage:**
For four days, participants focus on team dynamics and techniques for improving their effectiveness and team performance.

**The face-to-face program experience includes:**
- Experiential activities and hands-on exercises for practice and deeper learning.
- Individual coaching with a certified CCL coach to focus learning and plan next steps.
- Team coaching to better facilitate team effectiveness.
- Peer learning groups to provide feedback, insight, suggestions and support.
- A half-day outdoor exercise to target skills, gain practice and receive feedback.

**Apply:**
After the program ends, participants can apply and sustain their learning by using the following ongoing support:
- Through myCCL participants have access to a broad range of products, leadership resources, tools and research, and the opportunity to engage with a community of leaders worldwide.
- Optional, fee-based learning and support, such as extended coaching engagements, additional eLearning packages and custom initiatives to connect individual development to organizational needs.

Leading Teams for Impact participants continue their development by working with their teams to apply what was learned.
Why CCL’s Leadership Programs?

- **Personalized Attention** – Using a blend of in-depth assessments, feedback and experiential learning, participants engage in development that is focused on their unique leadership needs – which many call “life-changing.”

- **Leadership at All Levels** – Constantly refreshed content tailored to the unique needs of each level of leadership – from individual contributor to senior executives. Programs provide tools for immediate and practical application.

- **Global Availability and Flexible Schedule** – Offered worldwide, providing you with more choices and locations to meet the needs of busy managers and executives.

- **Peer Power** – Participants will network and learn from fellow leaders with comparable real-world experiences and familiar challenges.

- **Continual Learning** – Sustainable learning is a process – not a one-time event. CCL’s programs offer coaching sessions, resources such as webinars, white papers and eLearning to apply and sustain their learning experience.

- **Continuing Education** – CCL’s leadership programs meet the criteria for many professional certifications requiring ongoing training and education. Visit www.ccl.org/ceu to learn more.

CCL’s Leadership Programs can be customized or delivered at your place of business to best fit the goals of your organization, department or team.

When you invest in Leadership Programs for multiple managers and executives on an annual basis, you will receive additional tools and resources to develop your talent. As an added benefit, we pass on the savings to you.

**Call us today to learn about registering multiple participants, customization or on-site delivery.**
Leading Teams for Impact
Registration

To speak with someone immediately, register by phone or learn about customized options, call us:

**CCL - Americas**
www.ccl.org
+1 336 545 2810 (Worldwide)
info@ccl.org

**CCL - Asia Pacific**
www.ccl.org/apac
+65 6854 6000
ccl.apac@ccl.org

**CCL - Europe, Middle East, Africa**
www.ccl.org/emea
+32 (0) 2 679 09 10
ccl.emea@ccl.org

Register online: www.ccl.org/ltfi

The Center for Creative Leadership (CCL®) is a global provider of leadership development and research. Ranked among the world’s Top 10 institutions for executive education by Financial Times and Bloomberg Businessweek, it helps clients leverage leadership to drive results that matter.