



Is Your Team
HEADED FOR TROUBLE?



Trouble comes in many forms. Here are some of the signs that scream “this team needs help!”

- *Deadlines slipping*
- *Complaints skyrocketing*: no one’s getting along
- *Decision paralysis*: great analysis, zero action
- *‘Lovefest’*: we love our team; we just never get around to producing anything
- *Misunderstanding objectives*: “Oh... is that what you wanted?”
- *Time-wasting dependence*: wait for the boss to decide
- *Growing customer complaints*: finger pointing; no one’s solving the problem

And it never looks good.

RESCUING *a team in trouble.*

High Performance Teams: The Secret of Competitive Advantage?

As your products become more focused on the needs of your customers, teams should be at the core of your competitive strategy. Just announcing “we are now a high performance team” doesn’t make it so. Unlocking exceptional performance from the collective efforts of your associates takes real behavior change: from them, from you, and from those you depend on throughout the organization.

High Performance Teams are Deliberately Built and Trained to Excel.

World-class companies know that teamwork is hard work and too important to leave to chance. Teams can spend months trying to figure out how to work together effectively. Along the way, resources are wasted, deadlines missed, egos bruised, and opportunities squandered. As many as 50% of teams never find their way out of this maze of power struggles, misunderstandings, and hidden agendas. Using scientifically validated assessment tools and proven development interventions, Ian Anderson will make your teams succeed. We will bring them to peak performance within weeks.

Fortune reports that productivity is as much as 40 percent higher at General Mills plants that use teams than at those that don’t.

Montebello & Buzzota Training & Development

Creating a new organizational structure does little to improve a company’s performance if the top team can’t work together effectively.

McKinsey & Co.

Before creating a team, I would suggest working with a consultant on virtually every case ... while not preventing all problems, it will preclude the obvious ones.

Steve Binder

Senior Managing Director

First Union Securities

We’ve developed an incredibly talented team of people running our major businesses, and, perhaps more important, there’s a healthy sense of collegiality, mutual trust, and respect for performance that pervades this organization.

Jack Welch

Former CEO

General Electric



Deliberate Design, Accelerated Development

Ian Anderson offers a full range of team assessments and services **guaranteed** to leverage your investment in team strategies. Our experienced behavior-change experts using world-class diagnostics will launch your team from wherever they are now to where they need to be without the guesswork. **Call today to get started!**

Don't leave your team's success to chance. Put Ian Anderson's expertise to work for you and your associates today.

Ian Anderson's Team Solutions:

- Conflict Resolution
- Seminars
- Kick-Starts
- Workshops
- Audits

To arrange a no charge, no obligation initial consultation, contact me today:

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